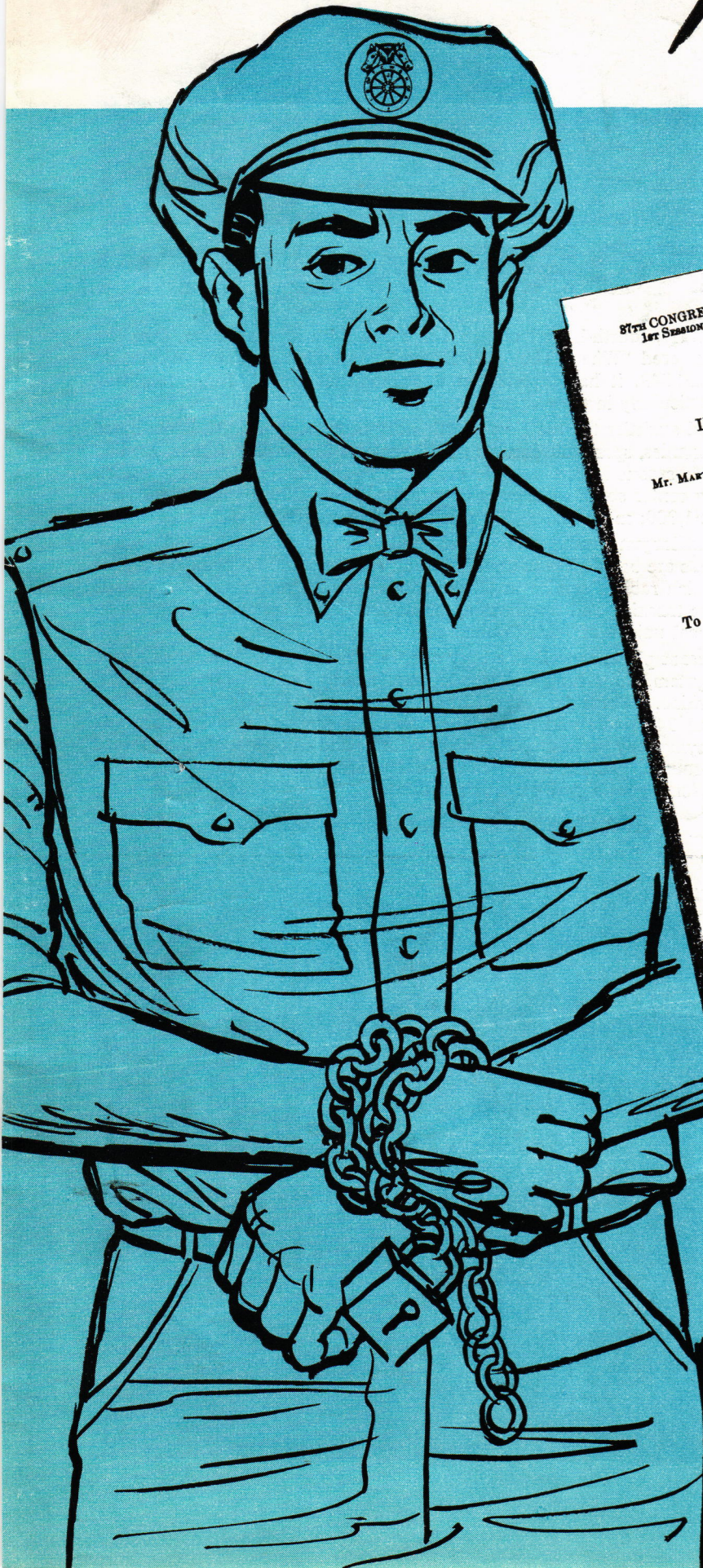


JANUARY, 1963

THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE



87TH CONGRESS
1ST SESSION

H. R. 9271

IN THE HOUSE OF REPRESENTATIVES
SEPTEMBER 16, 1961

Mr. MARTIN of Nebraska introduced the following bill; which was referred to the Committee on the Judiciary

A BILL

To prevent the application or exercise of monopoly power by employers and labor organizations in employing or representing labor, to amend the Labor Management Relations Act, and for other purposes.

- 1 Be it enacted by the Senate and House of Representa-
- 2 tives of the United States of America in Congress assembled,
- 3 That, contracts, combinations, and conspiracies in unreason-
- 4 able restraint of trade or commerce and monopolies in the
- 5 employment of labor or the representation of labor are detri-
- 6 mental to the public interest. This is true whether they be
- 7 entered into or maintained by employers in trade or com-
- 8 merce, or their representatives.
- 9 Monopolistic practices in collective bargaining, pursuant

VI—O

If anti-trust laws are applied to organized labor, the American worker will find himself in an economic prison, with his standard of living entirely dependent upon his employer's whims.

JAMES R. HOFFA



The Teamsters Salute **FORT WORTH**

FORT WORTH, fourth-largest city in Texas and 34th in the nation, long has been considered "Where The West Begins." Founded as Camp Worth, an Army post, in 1849, it has experienced a phenomenal growth for a relatively young city, particularly in the past 10 years, now has 353,388 residents.

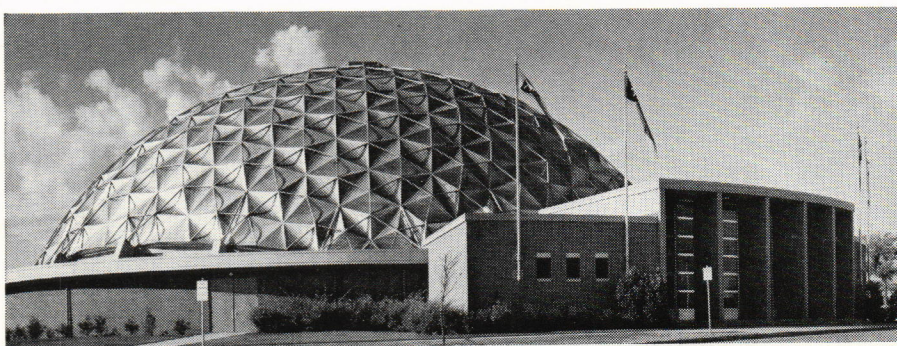
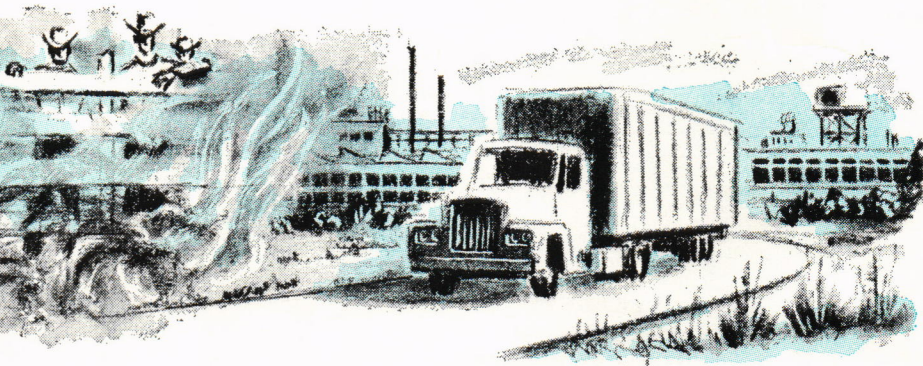
Figures and statistics tell the Fort Worth story best: 24 banks, 32 home-based insurance companies, spendable income up 75 per cent in the past decade; median income \$6,095; second-largest aircraft producer in the nation; largest livestock and marketing center south of Kansas City; more than 1,000 manufacturers employing over 51,000; more than 3,500 retail establishments.

One of the largest Strategic Air Command bases is Carswell Field, where B-58s and B-52s are based. There are nine trunk rail lines and 36 common carrier trunk lines which radiate service in all directions over 12 major U. S. and state highways. The trucking and warehousing needs are largely supplied by the members of two local unions of Joint Council 80.

It is a pleasant place, as well as a busy one, in which to live, with an extensive public park system, three large man-made lakes nearby and 70 per cent of the available sunshine. There is Texas Christian University (TCU), four colleges, 117 public and 34 private and parochial schools. It supports a civic opera and music group, symphony orchestra, Texas Boys' Choir and Casa Manana, the famed theater-in-the-round. The Fat Stock Show attracts fans from far and wide.

To Fort Worth goes a real prairie-sized salute!

America's Cities—No. 34 in a Series



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THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 60, No. 1

January, 1963

Nashville Jury Dismissed in Hoffa Trial 3
Deadlocked with majority for acquittal

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November peak hits 1,743,303

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N.Y. brewery locals have unique contract

St. Louis Local Builds for Elderly Citizens 10
Apartment complex for retirees planned

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Bobbie tries to control trial news

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Retirement age reduced to 57

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Part I: Wages and Benefits Hard to Win

Part II: Industrialists Strike at Union Security

Part III: Anti-Trust Proposals for Unions



The International Teamster has an average monthly circulation of 1,550,000 and an estimated readership of over 4 million (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington 1, D. C.

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Message from the General President

Big Labor!

BIG LABOR!

THAT IS THE CURRENT scare phrase which is appearing with increasing regularity in the nation's commercial press and in the nation's commercial magazines.

Americans have been indoctrinated by the reactionary right over the years to fear bigness, and the current campaign against organized labor which began in 1956 with the McClellan Committee is now in high gear with the slogan, "Big Labor."

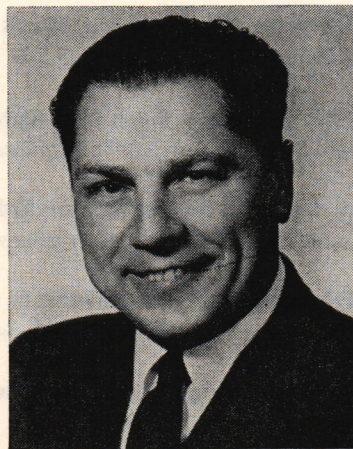
The "Big Labor" slogan is supplemented with such lesser slogans as "Union Monopoly Power," as the reactionary right drives to pressure congress to place organized labor under anti-trust laws.

The glaring omission from all the propaganda against organized labor is the comparison of 'Big Labor' to 'Little Labor.' Obviously, 'Little Labor' refreshes the memories of too many Americans who labored for a living before the Wagner Act, who labored for a living before organized labor was able to adequately bargain collectively for the American working man.

It is no accident that the *Saturday Evening Post*, in its December 8th issue—just before Congress convenes—began a three part serial entitled "Has Success Spoiled Big Labor." It was kind of a Christmas present for the working man—a sadistic type of gift which will aid and abet the reactionary right in its drive to make labor 'little'—and ineffective—once again.

But to put the blame on the struggling *Saturday Evening Post* and its stable of journalistic lackeys alone would be unfair. Hardly an issue of a daily newspaper or a periodical of any import hits the newstands without a story about 'Big Labor,' hardly a Sunday passes without one of the pontiffs of the reactionary right appearing on a TV panel discussing 'Big Labor' and 'Union Monopoly Power.'

Big business truly has the media of communication in this country within its grips. The access to the media of communication for those wishing to cast organized labor in a bad image is amazing.



What do they really mean—these self-styled St. Patricks who first state their malicious premise that labor unions are snakes and then promise to drive unions from the tight little island of profit?

When they speak of 'Big Labor' they are truthfully referring to labor organizations which are adequately representing the membership. An ineffective organized labor, no matter how big, would not concern the National Association of Manufacturers. But organized labor capable of securing a fair share of the economy for the nation's working class of people causes many sleepless nights for the greedy and unconscionable manipulators of profit.

The working man and woman who turn to their unions for protection from the concentration of wealth in today's marketplace can expect the word merchants to coin more and better scare phrases as the drive for anti-trust laws applicable to labor unions intensifies.

But the honest man can conclude, and safely so, that 'Big Labor' is not what the reactionary right fears. Through such anti-labor spokesmen as McClellan of Arkansas, they disguise their greed and their fear that labor organizations will negotiate economic justice for their members.

What the working man must realize, and quickly, is that the alternative to 'Big Labor' is 'Little Labor' and there are many still alive today who remember the 16 hour days, the starvation pay, intolerable conditions, Pinkerton detectives, child labor, and no safety regulations which were the rule when labor was little as this country emerged into an industrial giant.

James R. Hoffa

STATE OF THE UNION

Majority of Nashville Jury Stood For Acquittal of Teamster President

A FEDERAL district court jury in Nashville, Tennessee, last month, was dismissed by District Judge William E. Miller after being hung—reportedly 7 to 5 in favor of acquittal of Teamster President James R. Hoffa on a misdemeanor charge of violating the Taft-Hartley Act.

The jury, which had been sent back to deliberations three times by Judge Miller, had listened to nine weeks of testimony in Attorney General Bobbie Kennedy's attempt to convict the Teamster president.

Congressional Rebuke

It was a trial which had drawn criticism on the floors of both the U. S. Senate and the U. S. House of Representatives, when both Republican and Democratic senators and congressmen criticised the Attorney General for shopping around for a court in which he thought he could secure a conviction of his long-time enemy.

When the judge finally accepted the position of the jury that it could not reach a decision—after 17 hours of deliberation—students of Teamster affairs recalled an earlier attempt by Bobbie Kennedy to “get” Hoffa in 1957, when Hoffa was acquitted of charges of attempting to bribe a member of the McClellan Committee.

At that time, the Attorney General, who was then chief counsel of the McClellan Committee, promised to jump off the capitol building if he did not secure a conviction.

There are those with long memories still waiting for him to jump.

So long had the Attorney General labored to insure a conviction in Nashville, that he wove a story which is almost unbelievable in the United

States with its safeguards against government using the courts to carry out vendettas against the politically unpopular.

At the time the indictment was returned in Nashville, Hoffa was ready to stand trial in Tampa, Florida, in an alleged mail fraud case.

Appearing before the district judge in Nashville, a hand-picked government attorney urged an early trial date be set in Nashville, and assured the judge that there would be no conflict with the trial in Florida.

Subsequently, the Tampa case was removed from the docket, after the government had secured an affidavit

stating that co-defendant, Detroit banker Robert E. McCarthy was unable to stand trial. He had had a recent heart attack, but himself stated that not only had he not given his physician permission to disclose his condition to anyone, but also that he was ready to stand trial immediately.

Up until that time, thousands of documents had been examined by both defense and prosecution attorneys. Many, many witnesses had been interrogated. All the expense to both the defense and the taxpayers went down the drain as Bobbie Kennedy suddenly shifted to Nashville.

McClellan Takes Five

The Tampa case had already involved some shenanigans in the U. S. Senate on the part of anti-labor John McClellan, of Arkansas. Hoffa's attorneys had subpoenaed McClellan, certain of his staff members, and committee records.

McClellan—number one opponent of the Fifth amendment in the U. S.—quickly scurried to the U. S. Senate for a resolution which in effect gave him and his staff members a hip pocket Fifth amendment.

Later, proving fact is stranger than fiction, McClellan went to the senate for and got a resolution making records of his so-called anti-rackets committee available to the prosecution in Nashville.

So, what was denied to the defense in Tampa, was then made available to the prosecution in Nashville.

That the indictment for the Nashville case should ever have been returned in that city defies judicial logic. The case revolved around a Michigan

'Black Mark'

Following is a letter that appeared in the Dec. 2 edition of the Detroit (Mich.) *Free Press*:

“The vendetta against James Hoffa now being pursued by the Kennedy Administration will show up in history as a black mark.

“To stigmatize the Teamsters Union and its vast body of members (because of a few notable and, of course, deplorable incidents) is what I can only describe as a shame.

“To think that the whole weight of the U. S. Government throughout these past few years has been used to pillory one man makes me feel that editorially you should comment.”—Signed by Ernest Murphy, Wayne County, 1st District, Michigan House of Representatives.

trucking company, chartered in Tennessee. All alleged violations were alleged to have taken place in Michigan.

This led to the charges on the floor of the senate and the house that Bobbie Kennedy had gone shopping for a court in which he thought he had the best chance for a conviction.

These facts do not set well against the political background.

Bobbie's father, Joseph Kennedy, commented upon his son's appointment as Attorney General that he ought to make a good one as he "knows how to hate."

This comment poorly meshes with the premise of our system of justice that the Attorney General is as much

charged with standing between the accused and indiscriminate grand juries as he is with bringing indictments when the evidence indicates a crime has been committed.

Digging more deeply into Bobbie's motivations, one remembers a political campaign speech by John F. Kennedy at the Mormon Tabernacle in Salt Lake City, Utah, as he campaigned for the Presidency. He stated that "an effective Attorney General with the present laws that we now have on the books can remove Mr. Hoffa from office."

It was during that campaign in one of the famous Nixon-Kennedy television debates that the President stated that he was not satisfied with an America in which Jimmy Hoffa was allowed to run free.

Five months before his brother appointed him Attorney General, Bobbie Kennedy was quoted in *American Weekly* as saying that Teamster attorneys are "legal prostitutes."

In a letter to the editor of *American Magazine*, Bobbie wrote:

"The Teamsters have about the largest array of legal talent in the country. Many of them are not labor lawyers but criminal lawyers. They are financed through the use of huge amounts of dues money and often their only job is to ensure that Mr. Hoffa and his cronies remain in their positions of power within the Teamsters Union. These men are legal prostitutes."

Misgivings

It is this comment, perhaps, more than any other, which substantiates the fears and misgivings expressed when Bobbie was before the senate for confirmation of his appointment to the office of Attorney General.

According to his own admission he believes that any lawyer, however honest, who defends Hoffa is a prostitute—in spite of the Sixth Amendment to the constitution which guarantees a defendant the right to counsel and which Bobbie Kennedy is under oath to uphold.

In a recent article which appeared in the *New Republic*, called "Hoffa on Trial," Christopher Jencks wrote:

"In this case, the charge is made doubly disturbing by the fact that the

Local 688's Citywide Conference Vows Support to Hoffa

The following resolution was adopted by some 500 delegates to the 18th annual Citywide Stewards Conference of St. Louis Local 688, November 25, 1962.

WHEREAS, President James R. Hoffa of the International Brotherhood of Teamsters has been the victim of the most concentrated and malicious persecution in the history of the American Labor movement; at the hands of a band of right to work senators led by Senator McClellan of Arkansas, with a leading role being played by Bobby Kennedy, first as counsel for the McClellan committee and later as Attorney-General of the United States; and

WHEREAS, this persecution has been marked by a campaign of smearing through press, radio and television; it has been marked by wiretapping and countless violations of civil liberties, including the latest outrage of "shopping around for a trial court" in the hope of improving chances for a conviction; and

WHEREAS, This persecution has been directed at a man who was the free and democratic choice of a union in its selection of a leader, and the choice was made because of the leadership he had shown in the field of area wide contracts in the field of freighting, health care through collective bargaining, the \$200.00 monthly Pension, and a vigorous organizing program; and

WHEREAS, We believe that the fine record of this labor leader of ours in the field of helping the membership to better standards and security and a better life accounts for the persecution; and

WHEREAS, The achievements of James R. Hoffa in our behalf oblige us to give him our backing in his defense against the attacks made by our enemies; therefore be it

RESOLVED, That we give full and unqualified support to James R. Hoffa in the fight in which he is engaged; and be it

FURTHER RESOLVED, That this Citywide Conference condemn Bobby Kennedy and the anti-labor right-to-work forces that are cheering him in his fascistic attack upon a progressive labor leader; and be it

FURTHER RESOLVED, That every congressman and senator and the President of the United States be sent copies of this resolution.

main crime of the 'prostitutes' had been to persuade two different juries that indictments for bribery and wire tapping obtained by the Justice Department against Hoffa had been groundless.

"It is understandable that those who regard Hoffa's guilt as one of the axioms of life—and there were many—saw these acquittals as evidence that his attorneys were 'prostitutes.' But, an equally logical inference might have been that Hoffa had been wrongfully accused and that his attorneys had rendered service not only to him but to the cause of justice in seeing that he was not convicted."

Executive Conscience

Another writer for the *New Republic*, whose article appeared in the January 9, 1961, issue, and was called "Robert F. Kennedy: The Case Against Him for Attorney General," had reservations about Bobbie which subsequent activities seem to bear out.

Alexander M. Bickel, professor of law at Yale University and author of the "Unpublished Opinions of Mr. Justice Brandeis: The Supreme Court at Work," wrote:

"All the world knows that the Attorney General designate is the President-elect's brother, and practically all the world has feelings of one sort or another on that aspect of the nomination. But such feelings do not in the end come to anything decisive. Nor does a widespread but rather generalized distrust of Robert F. Kennedy—which, it may be said in passing, was hardly alleviated by the reported remark of his father that Robert is a good hater.

"The difficulty with the nomination, having regard to the nature of the office of Attorney General, is that in his brief but highly visible professional career, Mr. Kennedy has demonstrated specific grounds of disqualification.

"This is not to raise a question of professional competence. Nor in the strict sense is this a charge of prior professional misconduct. Mr. Kennedy did not violate the letter of the law or canon of legal ethics. But the law and the canons of professional ethics prescribe the minimum standards only. More is required of the Attorney General of the United States who is keeper of the executive conscience."

Mr. Bickel concluded his article with this paragraph:

"The attorney general of the United

States is the nation's chief law officer. More than any other executive officer he is required to suffer himself not to 'know' all the things Mr. Kennedy is certain of.

"More than any other executive officer, he is required to regard means as above ends, process above results. The Attorney General exercises the only civilian control over the FBI, whose vast files contain much unprocessed 'knowledge'. He presides as a judge—very often as a court of last resort—over myriad deportation cases. He decides in uncontrolled discretion whom to prosecute and when, and that is a quasi-judicial function. On the record, Robert F. Kennedy is not fit for the office."

That concluding paragraph is now reinforced several years later by the Jencks article in which Jencks writes:

"He (Hoffa) is not prosecuted like other defendants, a mere mortal innocent until proved guilty, but as the incarnation of evil."

The story of the Nashville trial is made even more fantastic by the compromising position in which Bobbie Kennedy put the judge who tried the case.

The Candidate

On April 2, 1962, Judge John D. Martin of the Fifth Circuit Court of Appeals died. Political considerations dictated that his successor come from Tennessee. A logical candidate was Judge William E. Miller, who was, according to press reports, being pushed for the spot on the appellate court by his legal friends with his permission. Press reports also indicated that Miller was one of several men mentioned for the promotion by

Tennessee Senators Estes Kefauver and Albert Gore.

Nationally-syndicated columnist Drew Pearson reports that shortly before the Nashville trial began, Bobbie Kennedy had lunch with Judge Miller. There was a strong denial that the Hoffa case was discussed.

The Question

Early in the year, April 26, 1962, Deputy Attorney General Nicholas Katzenbach had predicted in Nashville that there would be a nomination for the appellate court vacancy by "early summer."

That series of events prompted Jencks to write in his article:

"Judge Miller was asked to try Hoffa, while his candidacy remained up in the air. This has placed the judge in the awkward position of knowing that while he is arbitrating between the Attorney General and Hoffa, the Attorney General is scrutinizing his judicial work with an eye to promotion. This is not to say that Miller is or could be influenced in any egregious manner. Even the cynic must realize that the worst thing he could do as far as the Attorney General is concerned, would be to rule in favor of the government, and then be reversed by the Appeals Court, producing a mistrial.

"But where the law is ambiguous—where honest men disagree and it is impossible to tell what the appeals court will decide—Miller is in a difficult position, no matter what he does."

Jencks then raises the question of whether it is wise to perpetuate a system "which makes the same agency of government responsible both for

Voters Choose Congressmen Who Criticized Bobbie Kennedy

All the 13 Democrats and Republicans who stood up on the House floor to criticize Bobbie Kennedy's "forum juggling" in Hoffa's Tampa and Nashville cases were returned to the House with big majorities, with the exception of Congressman Don Magnuson, of Washington.

In most cases, their opponents had used these Congressmen's criticism of the Attorney General's actions as an issue against them in the campaign.

Returned by the voters were: Congressmen Arch Moore (R.-West Va.); William T. Bray (R.-Ind.); James Roosevelt (D.-Calif.); Tom Curtis (R.-Mo.); Fred Schwengel (R.-Iowa); Clark MacGregor (R.-Minn.); John Dent (D.-Pa.); E. Ross Adair (R.-Ind.); Alvin O'Konski (R.-Wis.); Tom Pelly (R.-Wash.); Glenn Cunningham (R.-Nebraska); William Milliken, Jr. (R.-Penn.); and John Blatnik (D.-Minn.).

prosecuting cases and recommending appointments."

All in all, the situation adds up like this:

Thus far, Teamster President James R. Hoffa has been convicted of nothing despite all the efforts of

Bobbie as head of the justice department. Yet, while he uses the justice department to press his personal vendetta against the Teamster President, those who predicted that Bobbie Kennedy is unfit for office of Attorney General are looking better all the time.

REA Express Agreement Gains 40 cents for 3,200 Teamsters

A 40-cent wage gain—including \$1,360,000 in retroactive pay at \$425 per employee—was the sum gained by 3,200 Teamsters working for REA Express under a new 3-year contract signed shortly before the Christmas holiday season.

The national agreement covered Teamsters in 10 major cities across the land and extends to Jan. 1, 1965. It provided a 20-cent pay increase the first year retroactive to Jan. 1, 1962, and 10-cent hikes in each of the next two years.

The agreement also guaranteed a 40-hour work week, with a time-and-a-half-over-40 for over-the-road drivers, paid holidays for them for the first time, company-paid uniforms, elimination of the differential pay scales between suburban and city drivers, and an improved vacation schedule.

The contract can be reopened July 1, 1964, but any changes agreed to would not take effect until Jan. 1, 1965. The provision encourages early negotiation to prevent future lengthy table talks beyond the expiration date of the current agreement.

General Organizer Albert Evans headed the negotiations with strong assistance from the local unions concerned and Al Weiss, chief economist for the Brotherhood of Teamsters.

Teamster locals with members working under the REA agreement are: 37 in Newark, N. J., 85 in San Francisco, Calif., 105 in Cincinnati, O., 459 in Jersey City, N. J., 561 in Cleveland, O., 610 in St. Louis, Mo., 623 in Philadelphia, Pa., 705 in Chicago, Ill., 808 in New York City, and 996 in Honolulu.

Local 299 Re-elects Hoffa

Local 299 in Detroit has had the same president for 25 years, and it saw no need for change as it elected officers this past month.

James R. Hoffa was returned to his position as head of the 16,000 member local union with only token opposition.

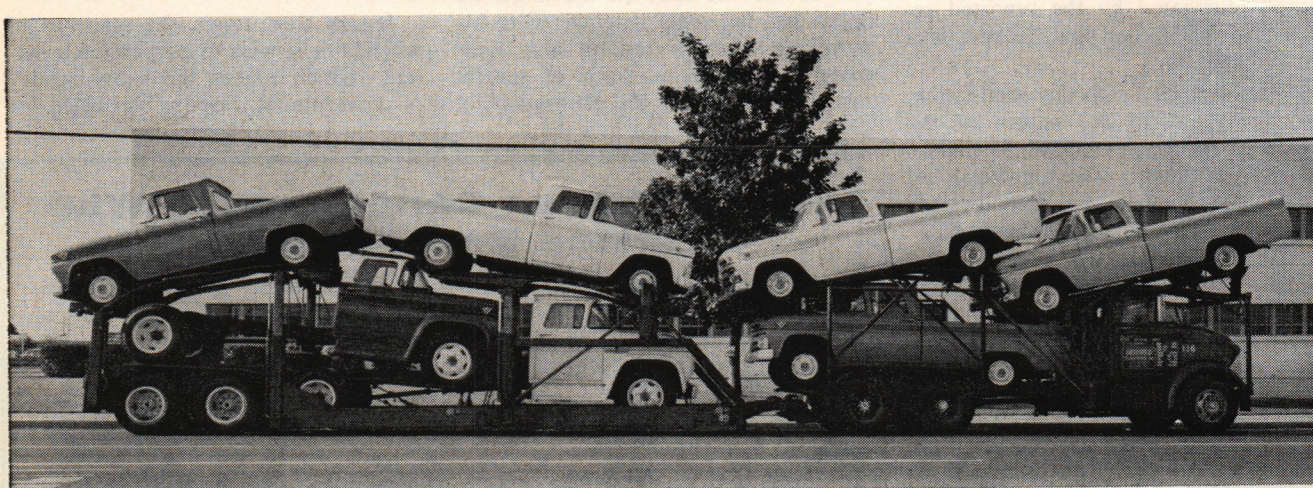
Said candidate Ira D. Cooke, Jr., a Lincoln Park, Mich., truck driver:

"Hoffa himself has been good about letting me speak and offering me membership lists, and all that."

• Tonnage Up

Intercity truck tonnage the week ended December 22 was 7.7 per cent ahead of the volume in the corresponding week of 1961, the American Trucking Association announced this month. Truck tonnage showed no change from that of the previous week of this year.

Legal Definition Stalls Unit



Interpretation of California law will decide ultimately whether the unit pictured here is a combination or fifth-wheel unit—and the definition will decide whether it will have a chance to compete with rail and piggyback in California and Oregon. George King, secretary-treasurer of Teamster Local 468 in Oakland, Calif., says Insured Transporters of San Leandro, Calif., which employs 100 IBT members, has manufactured

the trailer to compete with tri-level and bi-level units. California regulations permit 65 feet overall length for combination units, but limit semi-trailers to 60 feet—and the Insured Transporters product is currently classed as a semi longer than 60 feet. The manufacturer claims the unit can compete rate structurewise with the rail and piggyback people.

Teamster Membership Soars to New Seasonal Record—1,743,303

Membership in the International Brotherhood of Teamsters has reached a new seasonal high for the month of November, with 1,743,303 working men and women across the land enjoying the benefits of Teamster negotiated contracts.

The new membership figure represents a gain of 22,741 over November, 1961, another record-breaking month when membership hit a peak of 1,720,562.

Announcement of the new membership record for both the Union and organized labor was made by John F. English, general secretary-treasurer of the International Brotherhood of Teamsters, from his Washington, D. C. office.

Of this record membership, a division into three general categories showed up. The largest single block of members were engaged in performing trucking services—more than 500,000 of them. The second largest block is found in the warehousing industry, with approximately 500,000 members involved.

Most Successful

The remaining third of the Teamster membership represents nearly every known type of employment from skilled technicians who machined and developed component parts of Telstar, to 80,000 women working in food processing plants and as secretaries at large trucking terminals.

During the first six months of 1962, according to a report of the Bureau of National Affairs, a private labor reporting service, the Teamsters are the most successful of all unions in organizing white collar workers. Teamsters won over 60 per cent of all elections in which it participated, as compared to 55 per cent for all unions combined. During this period, Teamsters won representation rights for one out of every five white collar workers who voted for union representation and membership.

Largest single Teamster organizing victory during 1962 was the vote of approximately 5,000 production workers of Sikorsky Aircraft in Bridgeport, Conn., to become Teamster members. Conversely, several attempts

by other unions to raid Teamster locals were repulsed, the primary one being the attempt of a dissident group in Philadelphia to win bargaining rights from four Teamster local unions there.

In yet another instance, the Seafarers International Union found that even white collar workers develop a hard core of loyalty for the Teamsters when that union attempted to raid approximately 400 clerical employees of Teamster Local 161 in Philadelphia. These are clerical workers for trucking firms. They voted overwhelmingly to remain with the Teamsters.

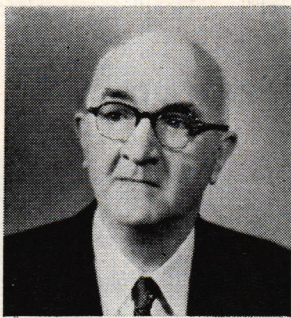
Teamster President James R. Hoffa, commenting on the new, record high membership stated:

"As we continue to grow, more and more people across the land gain first

hand knowledge of the Teamsters Union. As they work under good Teamster contracts and experience the on-the-job representation of Teamster business agents, they no longer must depend upon a corporate senator from 'right-to-work' Arkansas or a big business newspaper for knowledge of the Teamsters.

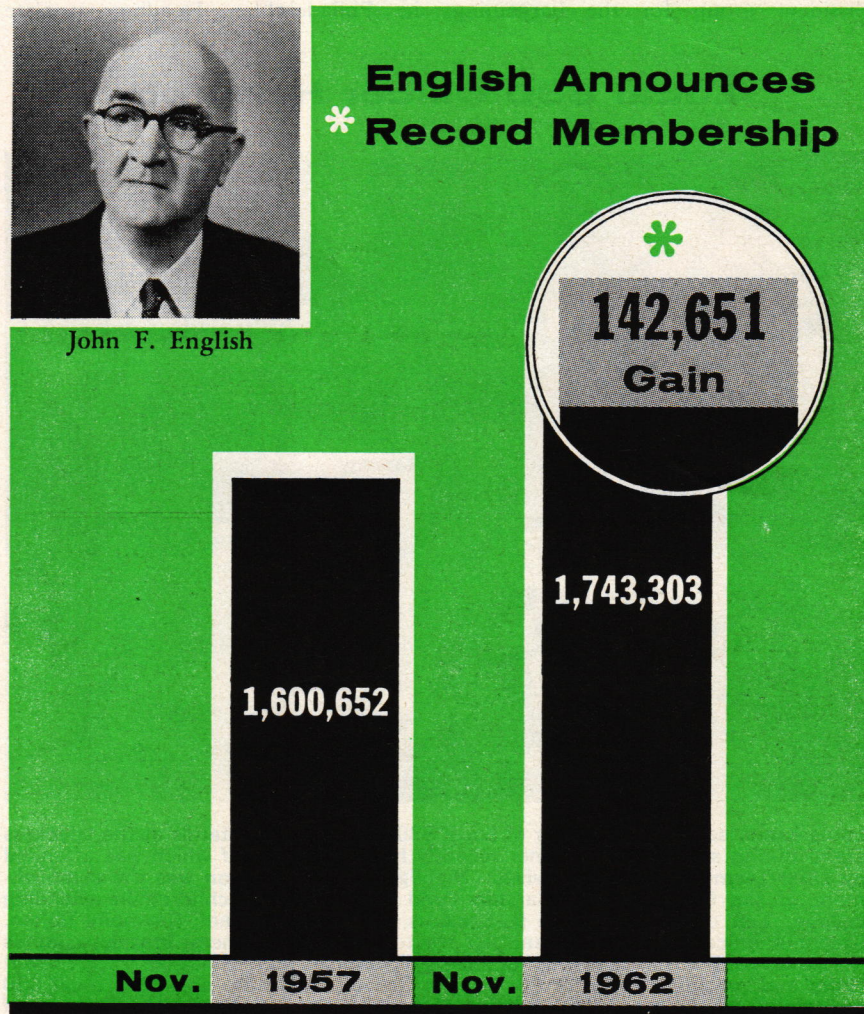
"As they come to understand our organization through first-hand contact with Teamsters, they spread the word, and the lies and the distortions in the press, on radio and TV are exposed for what they are."

Hoffa cautioned Teamster officers around the nation, however, that "as more and more people express confidence in us as the nation's number one collective bargaining agent, we must redouble our efforts to warrant that confidence."



John F. English

English Announces * Record Membership



Cohen's Reelection in Philadelphia Dispels Rumors of Unrest There

For the second time in the span of a month, in Philadelphia, rank-and-file Teamsters have proved that they are much more readily attracted by good wages, hours, and conditions, than loose newspaper charges that their leaders are corrupt.

Second Endorsement

For the second time in the span of a month, in Philadelphia, rank-and-file Teamsters there have demonstrated their loyalty to their organization, to their local leadership, and to International Union leadership under James R. Hoffa.

The first demonstration (reported in the December *International Teamster*) came when four Teamster local unions beat back a challenge by a dissident group for the bargaining

rights of approximately 10,000 members employed by firms represented by Motor Transport Labor Relations.

The second demonstration came December 12th when Raymond Cohen was re-elected chief executive officer of Local 107 by a landslide vote of approximately 6 to 1 proportions.

Press Attacks

Cohen, also an International Union trustee, has been under attack by the press, radio and TV which has been giving all the publicity breaks to his opposition for over a year.

Since Cohen is a strong Hoffa supporter, dissidents, meddlers, and detractors had billed the local union election as a test of Hoffa strength in Philadelphia. Heading a slate

termed "the real rank-and-file ticket" Cohen's margin of victory was 6,026 to 1,626.

He and his slate were opposed by a group of candidates which ran under the banner of the "Betterment Committee."

11,000 Members

Local 107 has approximately 11,000 members.

In addition to attacks from radio, press and TV, Cohen has been criticized by Attorney General Bobbie Kennedy who also projected himself into a losing cause in the challenge to Teamster bargaining rights in Philadelphia.

Rank-and-file Teamsters in Philadelphia seem to have looked first to their contracts and then to their ballots.

There may have been a day when a slick talking salesman could have sold a Teamster a pig in a poke. But the Philadelphia story indicates that anti-Teamster stories in a newspaper may make interesting reading for some, but they have little appeal for a group of men who work under good Teamster contracts.

Local 830 Officer Honored



Louis Lanni, secretary-treasurer of Local 830, Philadelphia, stands at the speakers stand during a testimonial dinner recently held in his behalf which was attended by 1800 Teamsters and their wives. Highlight of the occasion was the establishment of the Lou Lanni Scholarship Fund which will aid children in attending college. Left to right are John B. Backhus, IBT vice president; Raymond Cohen, executive officer of Local 107 and IBT trustee; Teamster General President James R. Hoffa; Lanni; Lawrence N. Steinberg, personal representative to President Hoffa and president of Local 20, Toledo; Gordon G. Grubb, president Local 830 and dinner co-chairman; and Thomas Flynn, IBT vice president and chairman of the Eastern Conference of Teamsters.

• Texas Victory

Teamster Local 47, of Ft. Worth, Texas, has won a battle with a Texas manufacturer of oilfield equipment, following an NLRB order that the company rehire 13 drivers and resume its trucking operations.

The Board held in the case that the American Mfg. Co. of Texas, may have had a good business reason for laying off its drivers and subcontracting its hauling, but that its motivation was anti-union.

The NLRB majority held that the company had refused to bargain with Local 47 and thus violated the Taft-Hartley Act.

The Board found that the company's foreman encouraged the drivers to negotiate directly rather than through the union, promised to try to get pay increases if they repudiated the union, and threatened that the company would discontinue its trucking operations and sell its trucks if the drivers organized.

The Board further found that the company knew the union had a majority when it refused to bargain and that the firm did not have a good-faith doubt about the makeup of the bargaining unit.

N.Y. Teamsters Bank Vacations To Counter Automation Layoffs

The ghost of automation—the threat of layoffs and unemployment—haunts most collective bargaining sessions these days, and it was present every minute of the lengthy negotiations for a new master agreement in the New York City brewing industry recently, which involved 6,000 members of seven Teamster local unions.

The brewing industry, like so many others, is becoming highly automated. Almost every step of the brewing, packaging and warehouse operations lend themselves to the automated process. And while the New York brewery workers have not yet felt the full brunt of layoffs from automation, anticipated casualties from automation are high and are a constant worry to leadership and rank-and-file members.

To meet this challenge, the joint bargaining committee of the seven Teamster locals proposed several approaches which would assure greater security against layoffs.

Job Security

Already enjoying a 35-hour work week, this path chosen by most unions as a means of spreading the work, was not available to the New York City brewery workers.

With most other brewing centers still working a 40-hour week, or at best a 37½-hour week, a further reduction of hours in New York City would have been economically unacceptable to employers who vie in a highly competitive market.

However, both labor and management in this highly seasonal industry learned long ago that vacations, during the “slack season” of the winter months, do not impose the economic cost which might be felt by other forms of job-security.

With this in mind, the union proposed, and management finally accepted, what is called the “Vacation-Security” program. Now in effect, this new approach is being closely observed by labor and management across the nation.

This is the way it works:

First of all, New York City brewery workers have enjoyed a vacation clause providing for four weeks of vacation after five years of employment.

The new “Vacation Security” clause is not for the term of the new two-year agreement, but a permanent part of the basic contract. It adds a fifth week of vacation from the 16th to the 20th year of employment; a sixth week from the 21st through the 25th year; and a seventh week for all with service over 25 years.

Whatever his eligibility for additional weeks of vacation, the employee still takes only his four weeks during the first two years of the agreement. The total additional vacation weeks are, in effect, deposited in a ‘vacation bank.’ When a need for layoffs is shown in any of the city’s six breweries, labor and management may jointly decide to draw from the bank and ask employees to take additional vacations to prevent these layoffs.

If for a period of two years, there is no need for layoffs, the employee may then exercise his option to take his additional weeks. Thus, in the third year, and thereafter, the employee may take his regular four weeks vacation, plus the additional weeks coming to him. On the other hand, he may choose to bank his extra credit weeks and accumulate them for a long period of paid time-off, in a future year.

The vacation credit can never be lost! If not used prior to retirement, the accumulated vacation weeks can be received in cash wages and could conceivably total-up to a tidy sum upon retirement, over and above the regular pension. If the member should pass away, his accrued vacation money is paid to the designated beneficiary.

Meanwhile, the “Vacation Bank” has accumulated several thousand vacation-weeks against which to draw when layoffs are threatened by automated equipment or other causes.

Community Service



20,000TH DONOR: Teamster Peter Sonders, member of Teamster Brewers Local No. 8, New York City, is congratulated after donating the 20,000th pint of blood in the N. Y. brewing industry's labor-management blood bank program. Now in its 11th year, program involves members of seven Teamster brewery locals in city's five breweries. Emil Weichand (left) is Local No. 1's financial secretary. At Sonders' left is Harry Safron, Liebmman Breweries, Inc. The brewery locals have been cited several times for outstanding community service by the American Red Cross blood program.

Apartment Complex for Retirees Planned by Teamster Local 688

Encompassing a new concept in retirement living, a 30-story non-profit residential complex for senior citizens soon will be erected in midtown St. Louis by Teamster Local 688.

Harold J. Gibbons, secretary-treasurer of Local 688 and Executive Vice President of the International Brotherhood of Teamsters, said the building would cost an estimated \$7 million.

Construction is scheduled to begin this spring with completion projected for spring of 1964. When finished, the structure on a 67,500-square foot site (bounded by Spring, West Pine, and Lindell Blvds.) will be the tallest residential building in St. Louis.

Rental fee for the more than 400 units will be realistically scaled to the fixed incomes of retired persons, Gibbons said, based upon pensions income and social security benefits. It will be a non-profit enterprise.

The rental fee for an apartment will include 3 dietetically-prepared meals daily, apartment furnishings, air conditioning, maid and linen service, the services of a house physician and resi-

dent nurses, pharmacy, infirmary, swimming pool and health club, and supervised social, cultural, and recreational programs.

Designed to allow for landscaping, fountains, and sculpture, the complex will be integrated with a ground-level commercial center to provide service needs for the tenants.

Gibbons said site approval has been obtained from the Federal Housing Administration and that an FHA pre-application approval request is currently being processed. Once the project gets the green light, work can begin on what is yet a third step in pioneering consideration for Teamsters Union members.

Already Local 688 has established the Labor Health Institute founded in St. Louis in 1945, providing medical and dental care for members and their families on a pre-paid group practice basis supported by employer contributions. The institute was followed 10 years later by establishment of a \$1.5 million Health & Medical Camp on a 300-acre site overlooking the Mississippi river.

Gibbons said of the planned residential complex for senior citizens:

Forgotten Citizens

"For too long, our society has ignored the needs of our senior citizens and forgotten that they have the same rights to human dignity that all have. This massive complex for total living will combine all the elements required for decent, happy lives for our retired members and all other qualified senior citizens in this area."

Gibbons said it took months of study to find the desired location combining the features of in-town living with easy accessibility by public transportation to the social, cultural, and business centers of St. Louis.

He expressed the belief that the complex would represent "the finest and most modern concept of senior citizens' housing yet produced in this country."

The Teamster official said the need for such a facility was apparent after a preliminary survey of Local 688's membership revealed that 1,236 mem-

bers and wives are currently retired—many of them under a \$200 a month Teamster pension program, plus social security.

Gibbons emphasized that the complex would be open not only to retired members of Local 688 and other Teamster local unions in the area, but to any qualified senior citizen.

"One of the main considerations we kept in mind throughout all our planning," Gibbons said, "was to develop a project providing comfort, luxury, and security within the fixed income of retirees."

He said that accordingly the rental scale would be established on a non-profit principle so as to create a new concept of retirement living within the means of the retirees. The structure will be erected under Title II, Section 231 (non-profit provisions) of the National Housing Act.

Denver Local Wins \$5700 Back Pay

The National Labor Relations Board has ordered Columbine Beverage Company, of Denver, to pay more than \$5700, including a six per cent interest charge, to six employees discharged during a union organizing campaign 18 months ago.

The company also was ordered to offer reinstatement to the discharged workers and ordered to bargain with Denver Teamster Local 435.

The NLRB order and the determination of the amount of back wages due the employees is the latest in a series of legal obstacles cleared by Local 435 in its long and bitter fight to obtain bargaining rights for the employees of the company.

Accord Seen

The amount of the back pay was determined after company management was ordered to make available to the NLRB, for examination and copying, all payroll records, personnel records, and other records necessary to analyze the amounts of back pay deserved by the employees.

Following the NLRB action, management of Columbine has gone to the bargaining table with negotiators from Teamster Local 435, and it is expected that an equitable contract to cover wages, hours and working conditions will be completed soon.



Architect's drawing of a 30-story, \$7 million residential complex for senior citizens to be erected by Teamster Local 688 in St. Louis. To be the tallest residential structure in St. Louis, rental fee for the more than 400 units will be scaled to the fixed incomes of retired persons. The building is expected to be completed in the spring of 1964.

Election Success Reflects IBT Organizing Energy

TEAMSTER UNION success in organizing is reflected in results of National Labor Relations Board representation elections from October, 1961, through September, 1962.

NLRB figures tabulated by the International Brotherhood of Teamsters research department reveal that during the period:

—The IBT won more than 75 per cent of all elections in which workers had a choice of two or more unions.

—Of the 7,297 elections conducted altogether, more than 25 per cent—1,868—involved the IBT.

—An estimated one of every 10 workers casting ballots in winning union elections voted for the IBT.

During the period there were 218

multi-union ballots in which the Teamsters figured, winning 165 of them. All told, there were 1,650 IBT single-union elections in which Teamsters won 863 or 52.3 per cent.

The total votes cast in elections won by all unions was 267,777 while the Teamster total was 31,347. Unions altogether were victorious in 58 per cent of their elections while the IBT score was 56.4 per cent.

The statistics show a strong Teamster consistency. Carrying NLRB election results further back to the period including July to December, 1961, reveals that since that time there have been 42,661 eligible voters in all ballots won by the IBT, compared with a grand total of 362,161 eligible voters in all union elections.

• Kentucky Example

The Kentucky Conference of Teamsters is a good example of how IBT organizing has continued successfully despite the AFL-CIO expulsion in 1957.

Louisville, the union center of the state, now has about 100,000 AFL-CIO members—the same as at the time of expelling the Teamsters. But three Teamster local unions in Louisville—86, 89, and 783—jumped from 10,000 to 13,500 members since 1957. Altogether, Teamster Joint Council 94 in Louisville now has 15,000 members.

Local 783's organizing efforts in the dairy industry have been so effective that the Louisville (Ky.) *Courier-Journal* noted recently that "there are few in the dairy industry unorganized—it's much like a mopping-up exercise now. . . ." Still, Local 783 expected to have another 500 members early in 1963.

Fund Checks Distributed



Checks totaling \$7,846 were distributed recently to 12 retired pipe caulkers and the widow of a thirteenth at Teamster Local 237 in New York City. The local union negotiated the security fund into which payment is made by the city. The photo shows seven of the recipients getting their checks (left to right) seated—William Lewis, Local 237

president, Mrs. Josephine Dolan, widow of James Dolan, and Jesse Krauss, chairman of the security fund's board of trustees; standing—Salvatore P. Raguso, fund trustee, Giuseppe Fabrino, Frank Hayslip, George D. Wolfort, John L. Koch, fund trustee, Louis J. Fino, John Keating, and Vincent Toto.

Teamster Member Represents New Jersey At Convention of Pearl Harbor Survivors

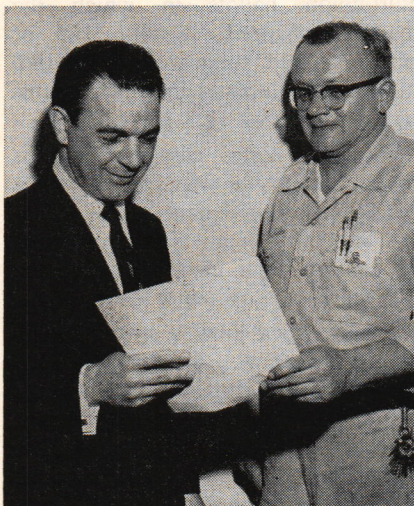
Harold LeRoy of East Rutherford, N. J., a member of Teamster Local 866, recently represented the State of New Jersey at the first national convention of the Pearl Harbor Survivors Assn., in Long Beach, Calif.

LeRoy participated in ceremonies aboard the U.S.S. Oklahoma City, a guided-missile cruiser serving as the flagship of the U.S. 7th fleet, at 7:55 a.m., last Dec. 7—21 years to the minute of the attack on Pearl Harbor.

LeRoy was an anti-aircraft gunner with the 251st Antiaircraft Battalion 21 years ago when he was awakened on the fateful morning by the sound of machine-gun bullets strafing his barrack on Ford Island, a speck of land in the middle of what was called "battleship row."

He raced to his post in his underclothes. The battery was credited with shooting down 2 enemy planes. LeRoy later fought in the battles of Bougainville and Guadalcanal and was honorably discharged as a staff sergeant in July, 1945.

An active union member, LeRoy



Brother Harold LeRoy (right), a member of Teamster Local 866 in Passaic, N. J., is shown displaying a scroll presented to him by the Pearl Harbor Survivors Assn., to A. C. Contaldi, secretary-treasurer of Local 866.

recently served as a picket captain in a strike, carrying out his duties excellently according to Andy Contaldi, secretary-treasurer of Local 866.

First Hand Information



Homer Glougie, member of Teamster Local 287, San Jose, California, and senior driver for O.N.C., Sunnyvale, California, terminal, explains the workings of an over-the-road diesel to a group of sixth grade students. Glougie captivated the youngsters with his 'lecture' and expertly fielded a number of questions from the inquiring minds of the grade schoolers.

WCT Boycotts Unfair Company In Washington

A consumer boycott of TREE TOP brand apple juice and apple cider, which will be augmented by an intensive informational campaign to acquaint the public with the producing firm's unfair labor policies, has been announced by the Teamsters Western Council of Cannery and Food Process Workers Unions and Local 760 in Yakima, Wash.

"Tree Top has refused to enter into a contract that would give employees even a minimum standard of fair wages and decent conditions," said James Farrington of Local 760. "As a consequence, we are turning to the consuming public to correct the injustice. We are requesting not only Teamsters but trade unionists of every craft to assist in the boycott by refraining—and urging their friends and neighbors to do likewise—from buying this brand of apple juice and apple cider."

Others Available

Many other brands of cider and juice, produced by union labor and under favorable conditions, are available. Farrington urged that consumers make their choice from among such products turned out by Hi Country, Redwood Empire, Apple Valley, S. Martinelli, H. A. Rider & Sons, H. J. Heinz, Apple Time, Gold Bridge, North Coast, Barlow, and Macomber.

Several Joint Councils have joined the Western Conference in endorsing the boycott which will be pressed with vigor in key market areas, especially Los Angeles which has been a major outlet for Tree Top's production.

One Cent Hike

The difficulties started in 1960 when Tree Top took over a company whose employees were represented in collective bargaining by Local 760. The firm refused to continue recognition of the union but, after much wrangling, Local 760's right of representation was established in September 1961. But negotiations produced no results because the company took a firm position that it would grant nothing more than what amounted to a one-cent hourly wage.

a Nashville newspaper publisher and owner as to what the newspaper should or should not print in connection with the recent conspiracy trial in Nashville involving Mr. Hoffa. The trial was declared a mistrial because the jury could not agree on a verdict.

Mr. Hoffa asserted that if Attorney General Kennedy questions his statement, he will be glad to supply the the Attorney General's conversation with the publisher. "The recording was made by the publisher with the full knowledge of the Attorney General," Mr. Hoffa added.

"It is too bad that the Attorney General cannot forget the fact that he once said he would jump off the Capitol dome if I were not convicted. The problems facing this nation, both in its foreign relations and in its domestic economy, are far too serious for the Attorney General of the United States to be wasting his time in carrying on a personal feud with me and our union," continued Mr. Hoffa.

"The people of this nation will find Kennedy Administration took over the increase in this nation since the murder, assault, larceny, embezzlement and rape which have been on the increase in this nation since the Kennedy Administration took over the

Mr. Hoffa added, "It is too bad that the Attorney General cannot forget the fact that he once said he would jump off the Capitol dome if I were not convicted. The problems facing this nation, both in its foreign relations and in its domestic economy, are far too serious for the Attorney General of the United States to be wasting his time in carrying on a personal feud with me and our union," continued Mr. Hoffa. "The people of this nation will find

Mr. Hoffa concluded by saying that if the Attorney General would devote the same energy and the same huge amounts of money he has used to persecute the Teamsters Union in an all-out battle against organized crime in this country, there might be a noticeable decrease in the crimes of murder, assault, larceny, embezzlement and rape which have been on the increase in this nation since the Kennedy Administration took over.

NYC Meter Maids Win \$500 Increase



Shown meeting with the New York City budget director are members of a negotiating team representing meter maid members of Teamsters Local 832. A new agreement gave the parking meter attendants salary increases up to \$500. Seated (left to right)—Assistant Budget Director James Carroll, Personnel Representative Mildred Pearlman, Budget Director William Shea; standing—Assistant Chief Budget Examiner Harry Bronstein, Local 832 President Herbert S. Beuch, Chief Budget Examiner Frank Messina, Meter Maids Clara Levine, Joan Ross, Jane Spiller, Gladys Fountain, Anita Southerland, and Gloria Santana.

Winning the top award among all labor publications in the Chicago area for its editorial policy on civil rights issues was the "Voice of Local 743," published by Teamster Local 743. Donald Peters (right), president of Local 743, is shown here receiving a recognition trophy from John E. Culleton, chairman of the awards committee. The competition was sponsored by the Jewish Labor Committee.

● District Increase

Nov. 1.

Additional 10-cent wage increases go into effect Nov. 1, 1964, and 7½ cents more on May 1, 1965. The contract expires Oct. 31, 1965.

Included in the overall increase was a 2½-cent hike in employer payments to the health and welfare plan, the gain to go into effect next Sept. 1.

Retirement Security

The plan covers some 350,000 Teamsters in 23 states, and provides them with a pension of \$200 per month upon retirement. Hoffa pointed out that the reduction in retirement age had been recommended by union and management trustees in September and now has the approval of the Internal Revenue Service.

To be eligible for the plan, a Teamster must have been employed within the industry for 20 years, and his last employer must be contributing to the pension fund.

Nation Benefits

"The age 57 retirement is not mandatory. Members may work to age 65, or even beyond if physically able and can qualify for a pension within a reasonable time.

"However," Hoffa pointed out, "this reduction in the retirement age has been made to encourage earlier retirement. It is beneficial to the member in terms of relief from the hard work of truck driving and warehousing. It is beneficial to the nation in terms of providing more jobs for younger men."



Sal Juetten, center, former secretary-treasurer of Laundry and Dry Cleaning Drivers Local 319, St. Paul, is presented his first retirement check under the new pension plan for officials and business agents. Juetten was the first Minnesota Teamster to retire under the plan. At left is Joe Wagner, vice president of Teamster Joint Council 34, who presided at the retirement ceremonies. At right is William Stevens, succeeding secretary-treasurer of Local 319.

• Song Writer

Oscar Mayer, a member of Teamster Local 626 in Los Angeles, may be on the way to a new career in the world of song.

Mayer, a 27-year-old tenor known professionally as Charles Castle, recently cut a record that hit the music shops in December.

Mayer-Castle has hopes for an album session in the first part of 1963. He specializes in popular ballads.

More than 400 Teamsters working at 4 Kuner-Empson Co., canneries in Colorado recently ratified their first contract with the company, gaining an 18-cent hourly wage increase over a 2-year period.

The Kuner-Empson employees voted Teamster last September. Other gains in the contract with Teamster Local 452 of Denver included:

- A master seniority list, 6 paid holidays, a liberal vacation plan, and a system of job classification, and a voluntary health and welfare plan to be paid for by the company.

Charles F. Lindsay, president of Joint Council 54 and also president of Local 452, praised Manual Castro of the Western Conference Cannery Division, Pete Andrade, division chairman, and Harry Poland, Western Conference economist, for their assistance in negotiating the agreement.

• Cannery Contract

The Mailers, who have widespread representation in newspaper plants across the country, complained that the AFL-CIO printing trades have not given them proper support.

They attributed their continued existence in many instances to the fact that newspaper publishers know that Teamsters will honor Mailers Union picket lines.

Montreal Taxi Drivers Go With the Teamsters

More than 2,000 Montreal taxi drivers were organized recently and gained a work agreement through Teamster Locals 253 and 903, climaxing a long campaign headed by H. Ray Greene, Eastern Conference of Teamsters representative and president of Teamsters Joint Council 91.

Greene said the major gain in the first agreement with nearly a score of cab companies was a health and welfare plan along with provisions for a paid vacation schedule.

Also, other contract aims included improved working conditions, a code of ethics for both companies and drivers, and a general stabilization of the cab industry in Montreal.

26 Unions

For purposes of the contract, the taxi industry was divided into 3 categories under one master agreement—owner-employers, owner operators, and drivers. For that reason, it was necessary to place some of the new members in Local 253 and the remainder in Local 903.

The Montreal taxi industry had been in a state of near chaos for many years as numerous fly-by-night operators and some 26 different unions had been in the picture at one time or another.

The government of Quebec Province announced plans for a probe into the confused mess in which the public has been the first to suffer. The cli-

mate encouraged organization and one-fourth of all taxi drivers in Montreal signed with the Teamsters.

Greene said the new master agreement would create harmony in the industry, benefiting all concerned—particularly the public.

He added that one of the first things the Teamsters and management signers to the contract would do in the future is ask the Provincial Transport Board to recommend establishment of a Provincial Taxi Board composed of both labor and management representatives with full power to make and enforce appropriate regulations.

Such a taxi board, Greene said, would take the politicians out of the taxi industry not only in Montreal but throughout the Province.

• Milk Agreement

Some 2,500 Teamster members from Bakersfield, Calif., north to the Oregon border recently ratified a new valley milk contract.

Wendell Kiser, chairman of the negotiating committee, said the 2-year agreement provides annual wage gains, increased pension contributions totaling 5 cents, additional sick leave time, and a dental plan.

Personnel transfer guarantees, job bidding, and work shortage clauses were included. The agreement also provided for double-time pay on any holidays worked.

• Wisconsin Gains

Representatives of Teamster Local 695 headquartered in Madison, Wis., have been busily signing new contracts following membership ratifications in recent weeks.

A joint agreement was signed with the Borden Co., and the Bancroft Dairy Co. Good for 3 years, the contract provided first-year monthly pay boosts ranging between \$35 and \$36 for retail route salesmen, \$17 in the second year, and \$15 in the third year.

A. E. Mueller, secretary-treasurer of Local 695, said the contract also provided a 35-cent hourly wage increase in 3 steps for production employees.

60¢ Increase

Otherwise, all the contract language was rewritten with particularly strong seniority, grievance, and fringe benefit clauses included.

At nearby Oconomowoc, Wis., a contract was signed with Brownberry Ovens, a firm recently won by Local 695 in a lop-sided National Labor Relations Board election victory over the Bakery and Confectionery Workers Union.

The 2-year Brownberry agreement, an initial one, contained a package increase up to 60 cents an hour in some categories. In addition, there was a union shop clause.

A third contract was negotiated at the Wisconsin Co-operative Creamery of Union Center but details were not available.

• Local 426 Wins 2

Teamster Local 426 in Baltimore, Md., recently won a pair of small but significant NLRB representation elections which effectively broke through a long-time anti-union barrier in Baltimore's cinder and concrete block industry.

The first victory was at V. Paturzo Bros. & Sons, Inc., where more than 50 employees voted 2-to-1 in favor of the IBT. A week later, 15 workers at the Hercules Block Co., balloted in favor of the Teamsters by the same ratio.

Leroy M. Griffin, Local 426 president, said the gains were significant in that Paturzo is the largest manufacturer of building blocks in Maryland.



Montreal taxi drivers are shown meeting here at the height of a Teamster organizing campaign. Presiding at the meeting (left to right): Jules Tanguay, president of Teamster Local 253; John A. Orr, president of Teamster Local 903, and Jack Dash, secretary-treasurer of Teamster Local 253.

Drew Pearson Suggests Bobbie Subverts Justice

Drew Pearson has suggested that Attorney General Bobbie Kennedy may be the victim of his own "zeal" to get Teamster President James R. Hoffa, and could well be the victim of a judicial backfire.

The nationally syndicated columnist, in his December 10, 1962, Washington Merry-Go-Round, wrote:

Wrote Pearson: "In that important case, dating back to 1906, the Court ruled that 'the most valuable function of the grand jury is not only to examine into the commission of crimes, but to stand between the prosecutor and the accused, and to determine whether the charge was founded upon credible testimony or was dictated by malice or personal ill will.'"

Pearson pointed out that the opinion was based upon the fact that safeguards in the Fifth Amendment not only protect a person against testifying against himself but also the grand jury system with the purpose of reinforcing constitutional guarantees for freedom of speech and guard against excess zeal in "political" cases.

In order, Pearson reported the following facts:

1. President Kennedy and his brother gave this (Hoffa) all the ear-

marks of a political case by stating on three different occasions during the 1960 campaign that they would "get Hoffa."

At the Mormon Tabernacle in Salt Lake City, September 23, 1960, President Kennedy stated that "an effective attorney general with the present laws that we now have on the books can remove Mr. Hoffa, and I can assure you that both my brother and myself share a very deep conviction on the subject of Mr. Hoffa."

2. The courts have been careful that political campaigns must not interfere with civil liberties.

3. Bobbie Kennedy has convened an unprecedented number of special grand juries to get Hoffa.

4. Hearings of the House and Senate Appropriations Committees show that the Justice Department asked for \$300,000 additional appropriations for jurors' fees alone, to pay for these special grand juries.

5. It is estimated that 32 such get-Hoffa grand juries have been convened by Bobbie Kennedy and that the entire prosecution cost between two and three million dollars.

6. There were 151 grand juries called by the Justice Department in

1962, against only 101 in 1961; although the Attorney General has been greatly interested in voting rights, only one additional grand jury was called to probe these rights.

7. There was an increase of two grand juries for antitrust cases, but an increase of 32 in criminal cases, all of them reported to be concerned with Hoffa or the Teamsters.

Pearson concluded:

"This is why some judges are reported concerned about the wholesale use and possible subversion of the grand jury system."

WCT Officer Retired Jan. 1

William E. Franklin, secretary-treasurer and comptroller of the Western Conference of Teamsters, retired from his job Jan. 1.

Franklin served more than 5 years in his post. He first joined the Teamsters Union in 1920 as a member of Local 70 in Oakland, Calif., then transferred to Local 302 in 1924. Four years later he was elected vice president of Local 302 and became a business agent in 1934. By 1938 he was secretary-treasurer of his union.

Franklin went on to become director of the Western Conference Warehouse Division, and later director of the Western States Dairy Employees Council within the conference. He spent a great deal of time coordinating activities of dairy local unions.

Comptroller

Joseph Ballew, executive assistant in the Western Conference of Teamsters



for the past 6 years, succeeded to the office of comptroller vacated by the retirement of William E. Franklin Jan. 1. A member of Teamster Local 38 in Everett, Wash., Ballew also served with Teamster Joint Council 42 in Los Angeles and for a time was a Conference organizer assigned to mountain-area dairy local unions. Ballew's appointment was made by Conference Director Einar O. Mohn with the approval of the policy committee.

Medicare \$\$\$ and \$\$\$

Private medicare cost Americans a record \$21.1 billion in 1961 according to the Social Security Administration.

The sum was an increase of \$1.3 billion over the previous year.

To put it another way, the average medical bill for a family of four in 1961 came to \$319.04 in out-of-pocket expenditures plus \$147.36 for health insurance payments.

Actually, the medical tab was higher. Not included in the overall medicare cost were government outlays and the expense of medicare provided through charity.

Hospitals and physicians took more than half the \$21.1 billion. Each accounted for 27.6 cents of every dollar.

The breakdown of the medicare dollar as tabulated by the Social Security Administration—each category registering increases in total expenditure—was:

- | | |
|------------------------|------------------------------|
| —Hospitals 27.6 cents. | —Eyeglasses 6 cents. |
| —Doctors 27.6 cents. | —Health insurance 4.6 cents. |
| —Drugs 19 cents. | —Nursing homes 4 cents. |
| —Dental 9.8 cents. | —Other 1.4 cents. |

NLRB Voids Election When Employer Misrepresents Facts with False Movie

The National Labor Relations Board set aside a representation election in which Teamster Local 738 was narrowly defeated after the employer showed an anti-union film to the workers on the eve of the balloting.

The board—which normally overlooks, in its own words, “exaggerations, name calling, and to some extent falsehoods as normal campaign tactics” in such elections—ruled 3 to 2 to set aside the 23-20 vote.

It ordered a new election held within 30 days at Plochman & Harrison-Cherry Lane Foods, Inc., of Chicago.

Misrepresentation

An NLRB officer said the film that influenced the outcome of the vote was a new weapon of “misrepresentation” known as, “And Women Must Weep,” produced by the National Right to Work Committee, a hard-core anti-union adjunct of the National Association of Manufacturers and the U. S. Chamber of Commerce.

The 22-minute movie depicted a 1956 strike involving the International Association of Machinists at Princeton, Ind. The IAM has charged the film contains gross inaccuracies. An example being that the actual president of the Machinist Lodge at the time was a woman although the movie portrays the president as a black-hearted thug.

High Drama

Plochman & Harrison-Cherry Lane Foods assembled its employees the day before the NLRB election and showed the film. The NLRB called it a “dramatized production” rather than a documentary account of what really happened in Princeton.

“Historically, the board has been reluctant to police or censor propaganda material used by the parties to persuade employees to vote for or against a union . . . but here the employer resorted not only to speeches and pamphlets, but used the creative efforts of a motion picture company to paint a fearful picture of what could happen to its employees if they voted the next day for union representation.”

Scratch one management epic.

Gibbons Warns Labor To Rededicate Itself

Teamster Executive Vice President Harold J. Gibbons last month warned that the American labor movement will flounder “unless it rededicates itself to the humanism that gave it life.”

Speaking to the 18th annual city-wide Shop Conference of Teamsters Local 688 in the Ambassador Hotel in St. Louis, Gibbons, who is secretary-treasurer of Local 688, told some 500 delegates that “today, outside the Teamsters Union, there are far too many labor leaders who are content to live upon the great accomplishments of their predecessors.

“They have become caretakers of the status quo and, because they have given up the initiative in the fight for a better life for the worker, they find themselves soft prey for the vested interests who will not rest until the labor movement is in shackles.”

Gibbons declared that “we are witnessing a successful propaganda campaign by big business to the effect that the labor movement has grown too powerful. The fact is that the labor movement in this country today exerts less influence upon American life, economics, politics or social conscience than at any time since its earliest days.

“Labor leadership, with rare exception, has closed its eyes to the unfinished business of the American trade union movement, which is to build a life of dignity and human security for the millions of American workers who still earn less money each year than they must have to feed and clothe their children.

“The labor movement grew to stature in this country because it was motivated by the belief that the worker deserved a share of prosperity in the richest nation on earth.

“Today, I am sorry to say, it appears that the too many labor leaders are motivated by the belief that Labor has done enough—that it has raised the standards of 16 million organized workers and the 32 million non-agricultural workers who remain unorganized can wait for dignity to filter down,” Gibbons said.

“To the man haunted by fears of starvation, eviction, dispossession, family illness and uprooting from the mainstream of life in this wealthy nation, this is a tragic abdication by labor of the noble belief in man’s dignity and rights, which led men in years past to shed their blood for what they believed in.”

Gibbons declared that “the Teamsters Union alone in this country is bearing the brunt of the propaganda apparatus because it alone has refused to surrender to the reward of community acceptance if it will only give up the fight.

“I say to you that the rewards of winning a decent way of life for other men, no matter how tough the fight, are greater by far than the reward of country club prestige which is offered to labor leaders who surrender to the power structure in each community in our land.”

SPECIAL REPORT: Part I

Background of Labor's Struggle For Decent Wages

UNIONS FOUGHT UPHILL BATTLE TO GAIN BENEFITS WORKERS ENJOY TODAY



Time and ability are the only tools a working man has to make a living. Yet wages, hours, and conditions in his work determine the substance and dignity of his welfare.

Each worker has the right to decide what he is willing to be worth. Few have the chance to choose from alternatives. They must accept what is offered or that which is available.

The fellow who thinks about it must realize that if he suffers a deficiency in either wages, hours, or conditions—it matters not his time or ability—his drive toward a better standard of living must be made over a winding, rutted road to nowhere.

He may receive reasonable wages. But if he has to earn them with long hours under terrible working conditions, then he is not getting the best mileage from his shortened work life. He has income. He has misery. He has no pride.

If he is willing to accept low wages while enjoying short hours and comfortable conditions, then he is foolishly prolonging a soft work life to coast over an endless path of pennies. While not wretched, he nevertheless has no income. He still lacks dignity.

The union movement came into being to enable the working man to utilize his time and ability to the fullest through better wages, hours, and conditions—to take the sting out of job compulsion.

Work and Punishment

There was a time in American history when the worker who spoke in such manner would have been whipped, locked in the stocks, or banished to the wilderness for economic treason. Free labor in Colonial America often was the victim of legislation to keep the working man in bondage.

More than 300 years ago, the General Court in Massachusetts tried to enforce a wage ceiling on skilled tradesmen. There were provisions for hours, also. It was declared that "all workmen shall worke the whole day, alloweing convenient tyme for food and rest." That meant sunup to sundown with minutes to eat.

The puritanic spirit of our founding fathers decreed that low wages, long hours, and squalid work conditions were conducive to the well being of the laboring man; he was kept from idleness and so was saved from temptations of the tavern.

There was a stern reaction when workers tried to improve their stature. One law, regulating the wearing apparel of workers stated:

"We declare our utter detestation and dislike that men and women of mean condition should take upon themselves the garb of gentlemen."

The clothing ban included "wearing gold or silver lace or buttons, or points at their knees, or to walk in

boots, or women of the same rank to wear silk or tiffany scarfs, which though allowable to persons of greater estates, or more liberal education, yet we cannot but judge it intolerable in persons in such like conditions."

Criminal Conspiracy

It was not until freedom had been won from England that working men began thinking about breaking their economic chains in the young United States of America. There were some isolated, disorganized strikes early in the post-Revolution era.

By 1800, groups of skilled journeymen were creating the first organizations devoted to gaining higher wages, shorter hours, and improved working conditions. Within a decade, wealthy employers were successful in forcing indictments against such unions of men. They charged "criminal conspiracy" and got away with it.

Such legal attacks, the rise of employer associations, and an economy-shaking depression of great magnitude killed off the first effort at unionism, that is to say, the effort of working men to obtain better wages, hours, and conditions.

Laboring people suffered horribly in the 1830's as inflation shook the nation. The cost of living jumped an estimated two-thirds between 1834 and 1836. Meanwhile, wages dropped as women replaced men at lower pay in a dog-eat-dog scramble.

Trade union societies revived themselves. But the courts showed continued opposition. Journeymen cordwainers were convicted for conspiring to raise wages.

Hours of work became a serious issue in this period. There was a drive for the 10-hour day. Working people had been laboring 12 to 16 hours a day. But nothing happened.

The Industrial Revolution was coming. Manufacturing was increasing—thanks to primitive automation—and wage earners were being pushed still lower on the economic ladder.

By mid-century, factory girls in New England textile mills were earning less than \$1.50 (plus barrack room and board) for 75 hours' work a week.

New Hampshire was the first state to pass a 10-hour work day law. The statute was rendered useless, however, as employers forced the legislators to include a clause protecting "special contracts" between the worker and the employer. In reality, it was a "right-not-to-work" bill for the textile industry only.

By 1868, the national government and 6 states had made 8 hours the legal work day. However, the 8-hour state laws were described as frauds because they all included the same special clauses benefiting employers at the expense of the employees.

All the energies released by the Civil War caused a post-war explosion in the labor force equaling that of the phenomenal expansion across the continent. Everything was big.

Businessmen had foreseen the change and prepared for it even during the war. In 1864, they succeeded in getting Congress to pass a contract labor law. The statute encouraged industrialists to forward passage money to immigrants. The newcomers, in return, suffered a lien upon their wages when they arrived in the land of promise.

Agents scoured Europe and Asia for the hapless people. More than 5 million penniless peasants came to the U.S. as cheap labor. The result was that wages of native skilled workmen were dragged down. Progress and poverty became a slogan. It was a national scandal ignored by the rich and lived by the poor in the slums of new cities.

The individual laborer was reduced to zero in the scheme of things. He turned to unionism in self defense, not so much for better wages, hours, and conditions as much as for a life-

saver to rescue him from the animal life in which he existed.

Then another great depression struck the country after the panic of 1873.

Unemployed workers milled in the cities. There was rioting and brigades of police fought the hungry ones. Employers cut wages further and there were great strikes in the mines and coal fields. Federal troops helped quell railroad walkouts.

Senator John L. McClellan, labor-hater from Arkansas, has announced he will reintroduce a bill to place labor unions representing transportation workers under anti-trust laws.

Plugging for legislation which would reduce labor organizations to company-unions, McClellan stated: "In the last session of the congress, I introduced a bill to place unions in transportation under provisions of the law comparable to the anti-trust laws governing business. I shall reintroduce that bill."

McClellan made the announcement in Rock Hill, S. C.,

Again there was some slight advance as unions consolidated in small knots. Great corporations retaliated with what came to be known as the company town in which company slaves lived in company houses while receiving company script to spend in company stores. Wages, hours, and conditions were controlled just short of the brink of violent dissatisfaction.

Exceptions were the Homestead and Pullman strikes.

The Homestead, Pennsylvania, steelworkers refused to accept wage cuts in 1892. They fought the company's Pinkerton army with rifles and ultimately lost. It was a union defeat in the country's most hard-fought labor-management struggle.

The Pullman Company strike in 1894 was a little different. More than half the Pullman workers living in a company town had been fired. Wages of those still on the job were cut as much as 40 per cent. It was depression time.

When prosperity began to return, the company hired back two-thirds of the workers it had fired, but refused to restore the wage cuts. Pullman stockholders received regular dividend checks throughout the period; there

was never any reductions on the rents of the company houses.

The Pullman strike was bloody and broad. In a way, it sounded the death knell for the company town but gave birth to a new weapon against the wage earner—the court injunction obtained by employers with government support to halt strikes and boycotts by hungry workers.

There were other notable pitched battles between striking workers and unfeeling industrial overlords of company towns in years to follow. National guard soldiers often aided the thousands of company police. Men figuratively died leaning against a lamp-post.

Working conditions often contributed to these disputes. Eastern Pennsylvania, where hundreds of miners died every year in anthracite coal mine accidents, was a prime example. There the miners had to fight for safe working conditions because employer associations would not bear the expense of safety programs.

Organized labor presented a bill of grievances to Congress in 1906. It listed all the reforms that had been sought by workers since the Civil War. Wages, hours, and conditions, of course, were high on the list.

Congress ignored the appeal. In the next 10 years, however, child labor laws and workmen's compensation statutes began to appear in various states. Finally after more than a century of struggle, some enforceable statutes were enacted which defined hours of work.

World War I in a sense brought initial formal recognition of unionism. Pre-war prosperity prompted prices to rise but wages remained the same. Thousands of strikes resulted in the establishment of wage adjustment boards and a mediation commission by President Wilson.

When the war ended, industrial strife resumed as management tried to nullify the slight gains of labor. Wages remained far behind rocketing price rises. Businessmen earnestly fought the dual concepts of collective bargaining and union recognition.

As the so-called golden era of the 20's arrived, a 12-hour, 6-day week was still par for more than half the people with sweat on their brow.

The temper of the times was best summed up when an investigating group reported after one famous strike: "The United States Steel Corporation was too big to be beaten by 300,000 workingmen."

The owners had too much money and monopoly for the scattered unions operating from hip pocket treasuries. Workers were fired at the first sign of unionism. A term called "job security" became the darling of sociological writers. Nearly all legislation was against labor as were court decisions and government rulings.

A detestable thing known as the company union—inspired by John D. Rockefeller after the murderous Ludlow strike in 1914—began to gain in popularity. Astute businessmen realized the value of handing such a sop to the working man so that he could easier swallow his complaints about low wages, poor hours, and unimproved conditions. The company union succeeded the company town.

It was inevitable that some of the gold would trickle down to the people doing the work during the time of big money late in the 20's. There was a slow but uneven wage increase across the nation. Unions lost ground in the face of occasional management benevolence.

The year 1929 pulled the props from under everybody, particularly the worker who had to provide for a family and found himself unable to do so in the jobless years to follow.

Wage Breakthrough

President Roosevelt's National Industrial Recovery Act of 1933 provided the opening wedge for an historic wage breakthrough.

Aside from collective bargaining guarantees, the NIRA stipulated that employers should comply with minimum rates of pay, maximum hours, and other conditions as recommended by the president.

Roosevelt's appeal for better wages, hours, and conditions generally fell on deaf ears in the business community. The Supreme Court outlawed the NIRA shortly afterward—its basic provisions were reenacted years later in the Wagner Act and the Fair Labor Standards Act.

The depression worsened.

In 1937, Roosevelt made a grand assault on the problem. In one of his famous fireside chats, he said:

"A self-supporting and self-respecting democracy can plead no justification for the existence of child labor, no economic reason for chiseling workers' wages or stretching workers' hours."

Congress continued to ignore the president's Fair Labor Standards Act

proposal. He called a special session in late 1937 and declared:

"I believe that the country as a whole recognizes the need for congressional action if we are to maintain wage increases and the purchasing power of the nation against recessive factors in the general industrial situation.

"The exploitation of child labor and the undercutting of wages and the stretching of the hours of the poorest paid workers in periods of business recession has a serious effect on buying power.



"What does the country ultimately gain if we encourage businessmen to enlarge the capacity of American industry to produce unless we see to it that the income of our working population actually expands sufficiently to create markets to absorb that increased production?"

Roosevelt's speech summed up the economic misery of 150 years in the lives of American workers, living and dead. Congress finally passed the law in 1938. The Fair Labor Standards Act promised:

—A minimum wage of 25 cents an hour to be increased to 40 cents in 7 years . . . for some workers.

—A 44-hour week to be decreased to 40 hours in 3 years . . . for some workers.

It was a beginning. Laboring men and women could see hope of substance and dignity in their lives for the first time in the country's history.

Wars and Laws

By 1963, the nation had gone through two wars and added several federal laws to its books to harness the growing ranks of organized labor.

Yet as 1962 ended, there were still heart-breaking realities of poverty and deprivation in the U. S. The Confer-

ence on Economic Progress estimated—based upon federal statistics—that 77 million Americans were in want; they had annual incomes of less than \$6,000.

Additionally, there were statements by officials such as the Secretary of Labor. He estimated in late 1962 that one-sixth of the nation's populace was existing on income *below the minimum level* of \$3,000 a year.

There were still huge discrepancies in the distribution of income as total labor income was at the \$310 billion mark while total personal income hovered at the \$450 billion mark.

Still there were millions of workers not covered under the Fair Labor Standards Act, receiving substandard pay in restaurant, laundry, farm, and certain industrial work. There was Arkansas with an ignoble state minimum wage of \$1.25 a day.

There were still 28 states without laws guaranteeing women equal pay for equal work. There were still women hand-sewing fabric gloves in Puerto Rico at a guaranteed minimum wage of 25 cents an hour, according to the U.S. Labor Department's 1961 fiscal report.

With it all were the back-breaking hours and degrading work conditions of the migratory farm laborers, the treadmill efforts of hundreds of thousands of moonlighting white-collar workers worrying their way with part-time jobs, and finally, there were the millions of unemployed.

It was folly to suggest, as 1963 opened, that wages, hours, and conditions had reached the heights in fairness, reasonableness, or protectiveness. For nearly 2 centuries, the American worker had struggled to get proper recompense for his time and ability, largely through unionism, yet the dream still had not materialized for many.

While it was true that laboring people had reached a point at which they could fearlessly wear "the garb of gentlemen," job compulsion remained the rule in far too many areas of employment. Indeed, it seemed even more usual under the subtle threats of increasing automation.

One could conclude that once again the American worker had reached a crossroads in the never-ending search for food, shelter, and clothing.

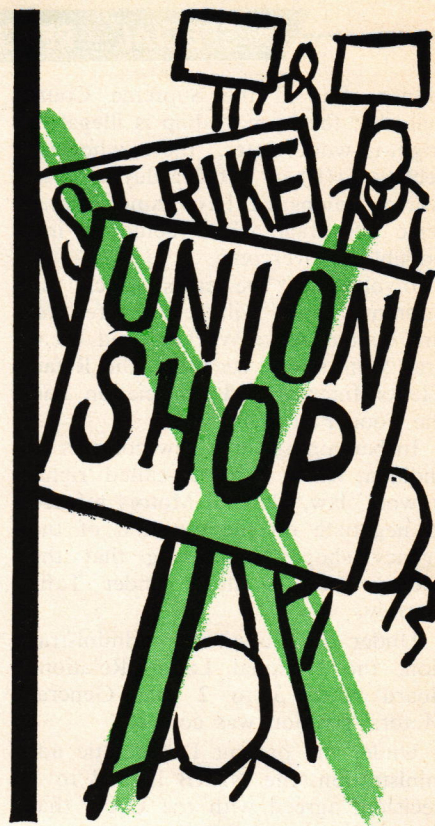
But then, hasn't that always been the case?

SPECIAL REPORT: Part II

Old Right-to-Workers Never

Die—They Just Try New Tricks

RELENTLESS FIGHT TO DESTROY UNION SECURITY EVEN USES NATIONAL DEFENSE AS TOOL



SO INTENSE is the desire of American industrialists to bring American labor unions to their knees that high executives of the aerospace industry are even using national defense as an instrument in their guerrilla warfare against union security.

Not only is industry as represented by the National Association of Manufacturers proposing that Congress place unions under the anti-trust laws, but also the aerospace industry is exploiting everyone's desire for an impregnable national defense to strike a blow at labor unions' main artery—the union shop.

And the most ironic twist of the entire struggle is that a Democratic Administration is lending assistance.

Early this year, unions in the aerospace industry made ready for negotiations as contracts neared their expiration dates. Primarily, negotiations involved the United Auto Workers (UAW) and the International Association of Machinists (IAM).

It immediately became apparent that negotiations would hinge on the issue of the union shop, with the UAW and the IAM insisting on a union shop agreement as a matter of survival and industry standing foursquare opposed to the most vital part of any collective bargaining agreement. The stalemate was quick to develop.

The pattern of future developments had already been established by the Kennedy Administration which has rather dubiously distinguished itself with a motif of frequent government intervention in collective bargaining disputes.

Quickly a Presidential Commission was appointed by Kennedy to intervene in aerospace negotiations, and the Commission's recommendation on the vital issue of union shop circumvented federal law on the question of union security. Not only did the Commission recommend that an election be held among union members on the question of union shop (which Taft-Hartley does not require), but also the Commission recommended that a majority of 66.7 per cent cast ballots in favor of union shop before it could become a matter for collective bargaining.

Thus, a Democratic Administration which was bound by its national platform to repeal restrictive provisions of law on union security, Section 14(b) of Taft-Hartley, did an about face and made the road to union security even more difficult.

Coupled with President Kennedy's guidelines for so-called 'non-inflationary' wage increases, the aerospace worker found that he was being pressured to accept less than an adequate standard of living and was being asked to risk the security of his union.

This he was asked to do by an Administration which masquerades as a friend of labor, and by an industry which is insured gigantic profits under a cost-plus non-competitive, arrangement of letting defense contracts.

With much of the nation's economy tied to spending for national defense, industry found it had an ace in the hole to play against its workers and their unions. Wrapping itself in a flag of patriotism, industry set out to play its ace against the union shop.

Developments since the recommendation by the Presidential Commission prove that labor in the aerospace industry has been maneuvered into an untenable position, and the strike at union security has been successful beyond the wildest dreams of those who would return labor-management relations to the law of the jungle.

It is against this background that the U.S. Supreme Court has agreed to review the legality of the 'agency shop,' that form of union contract which requires those who refuse to join the union to pay the equivalent of union dues in fees for the benefits they receive from collective bargaining.

The agency shop is primarily used in those states which have enacted so-called 'right-to-work' laws which outlaw the union shop. Approximately eight per cent of all labor-management agreements contain an agency shop

clause. Should the Supreme Court rule that the agency shop is illegal in 'right-to-work states,' those who use section 14(b) of Taft-Hartley to wage war on unions will have gained a strategic advantage which could be impossible to overcome.

Involved in the cases which the Supreme Court will review are first the United Auto Workers and General Motors; and secondly, the Retail Clerks International Association and the Food Fair chain.

In bargaining for a new contract in Indiana, which has a so-called 'right-to-work' law, General Motors refused to negotiate on the question of the agency shop, maintaining that the agency shop is illegal under Taft-Hartley.

Under the Eisenhower administration, the National Labor Relations Board ruled 3 to 2 that General Motors' position was correct.

Under the present Democratic administration, the NLRB in a 4 to 1 decision, agreed with the UAW that the agency shop is legal.

The Sixth Circuit Court of Appeals in Cincinnati has upset the Kennedy NLRB on this question, and the issue is now headed for U.S. Supreme Court review.

The second case arose when four employees of Food Fair in Florida, refused to pay the agency shop fee, claiming they were exempt under Florida's 'right-to-work' law. The Florida state supreme court upheld the employees.

In a related case, in California which does not have a 'right-to-work' law, a federal judge in Los Angeles has upset two cases brought by the National 'Right-to-Work' Committee against the agency shop contract between Douglas Aircraft and the UAW. The judge did not rule on the merits of the cases, but rather declared his court lacked jurisdiction. The 'Right-to-Work' Committee has indicated it will appeal to the Ninth Circuit Court in San Francisco.

Although the agency shop ruling of the Supreme Court is of maximum importance to the future security of labor unions, it is the activity of the National 'Right-to-Work' committee in the California cases which emphasizes how Section 15(b) is being used as a weapon of guerrilla warfare against union security.

The National 'Right-to-Work' Committee is like a vulture circling slowly over the form of a wounded hunter,

waiting to devour the remains. It was, therefore, no surprise that the Committee would seek out malcontents from the minority membership of the UAW at Douglas and attempt to upset the agency shop there.

Results of the voting in the union shop elections have been disastrous from the UAW and the IAM point of view.

At General Dynamics, the International Association of Machinists represents the employees. In that union shop election, 9,268 voted for the union shop, 7,822 against. Workers at General Dynamics by a convincing 54.2 per cent majority wanted everyone to support their collective bargaining agent. On the other side, management now has a strikebreaking army of non-members representing 43.8 per cent of the work force. Since the IAM had agreed to the 66.7 per cent majority, General Dynamics is now an open shop, and a first precedent was set for minority rule in labor-management relations.

At North American, 59.85 per cent of the workers represented by the United Auto Workers voted for a union shop. No union shop votes were cast by 40.15 per cent. A total of 32,131 votes were counted. Thus, the second precedent for minority rule in labor-management relations was set.

At Ryan Aeronautical Company, 833 cast union shop votes, or 60.4 per cent. Opposed were 544, or 39.6 per cent. Of a total work force, 1,377, or 94.6 per cent cast ballots. A third precedent for minority rule in labor-management relations has been set.



At Lockheed, a management encouraged to even greater stubbornness by the union shop votes at General Dynamics, North American and Ryan, refused even to agree to a union shop vote. The IAM struck for the right to vote, only to be sent scurrying back to work by President Kennedy who again invoked the Taft-Hartley 80-day injunction.

Finally, production workers and maintenance workers at Boeing Company, voted 3 to 1 in favor of the union shop. However, unlike the other votes, the Boeing vote was not binding, but rather was conducted by the NLRB on an advisory basis.

The Boeing vote was 21,879 for the union shop, 7,752 against. One of the interesting sidelights of the Boeing vote is that its main workforce is in Seattle, and Washington State workers have been thoroughly educated on the question of the union shop in numerous 'right-to-work' fights in that state.

The collective bargaining position of the aerospace or defense worker today is not an enviable one. First of all, corporate patriotism in his country has never been measured in a reduction in profits for supplying the nation with instruments of war or national defense.

With cost-plus contracts insuring huge profits, the greater the number of taxpayers' dollars the more merry the tune to which industry is willing to dance in the name of national security.

In contrast, the worker—under pressure from Kennedy guidelines and from a hostile press—goes to the bargaining table hat in hand, knowing that if he must strike he will quickly be categorized in a shadowy image roughly akin to treason.

This industry knows full well. Wrapped in red, white and blue bunting, industry points the finger at unions as it bargains in bad faith on union security measures. Industry knows government will step into stalled negotiations, and if the stalling issue is union security, any compromise weakens the union.

Statistically, the U. S. government buys 90 per cent of the aerospace industry's products. In the current fiscal year beginning July 1, 1962, the government was obligated to purchase \$17.3 billion worth of defense goods from the aerospace industry. This is \$2 billion more than in the previous fiscal year.

Most of the huge military and other government contracts are placed by negotiation with one corporation—without any others having a chance to offer lower prices in competitive bids.

Corporate interests have proved that they aren't above fixing a deal even in situations where competitive bids are requested, as the electrical

price fixing and bid rigging scandal proved.

The government's sole recourse in recapturing unconscionable profits is so-called Renegotiation Act. Under this procedure, a government board looks into contracts which seem to have yielded excessive profits to a corporation. If facts prove profits were exorbitant, the board recaptures some of the money for the government.

This is like locking the barn after the horse had been led away by questionable characters in the dead of the night. Such proceedings often drag out for years and the results are far from certain.

An attempt was made in the last session of congress to write a profit limit into defense contracts to protect the taxpayer as he buys national security, but this was beaten back by corporate senators.

Government interference to the contrary, what the Kennedy administration and its labor boards and commissions have done is to encourage the National 'Right-to-Work' Committee to even greater activity.

Standing in the wings ready to exploit the working man's dilemma, the National 'Right-to-Work' Committee contributes nothing to national defense or security, but rather stirs turmoil among the labor force which holds our security in its hands.

The infamous committee's last great effort was in 1958 when it managed to put its compulsory open shop proposal to the voters of six states. Generally, Republican candidates backed the anti-labor proposal and fell like matchsticks as the proposal went down to resounding defeat in five of six states.

Perhaps the most famous of those retired for supporting compulsory open shop (or 'right-to-work') was Senator William Knowland who sought the governorship of Califor-



nia against anti-'right-to-worker' Pat Brown.

In Colorado, Idaho, Washington, California, and Ohio the measure was analyzed for what it was by the voters. In Washington and California and in Colorado, state attorney generals refused to let the words 'right-to-work' appear on the ballot to describe the measure. They ruled this was deception.

In rural Kansas, voters approved the compulsory open shop.

Even though the coffers of the National 'Right-to-Work' Committee continued to swell after the 1958 disaster — with heavy contributions coming from the aerospace industry — the committee slowed down its activity.

Today, two states present encouraging ground for the anti-laborites because of the November elections. Wyoming and Oklahoma elected Republican governors who advocate 'right-to-work' laws.

Oklahoma elected its first Republican governor in history. The Oklahoma secretary of state is now checking the validity of signatures on

petitions to put the 'right-to-work' proposal to a vote of the people.

The Wyoming legislature will be the scene of a 'right-to-work' fight as it has been many times before, never successfully, with a governor poised to veto such labor busting legislation. This year Wyoming labor cannot count on a fair-minded governor to block the way to a jungle of labor-management relations.

The bitter pill for the high moguls in the AFL-CIO to swallow, moguls who have been Democrats first and labor . . . secondly, is that the Democratic President—bound by the democratic platform to repeal Section 14 (b) of Taft-Hartley—has actually encouraged the 'right-to-workers' who owe their existence to Section 14(b).

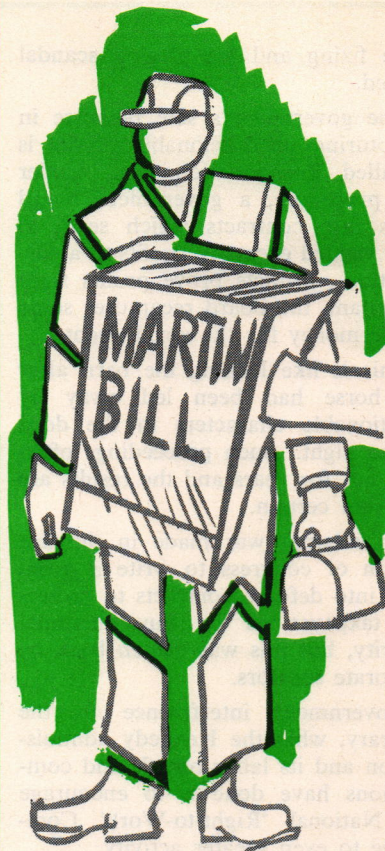
While the National Association of Manufacturers pushes in congress for anti-trust laws for labor, which will reduce labor unions to single unit bargaining, forces on the outside are carrying on guerrilla warfare with Section 14(b) and their objective is to destroy the union shop—to put an army of non-members in every plant to act as strikebreakers in every contract negotiations.

SPECIAL REPORT: Part III

As the 88th Congress Convenes:

A Grave New Threat

NEW PROPOSALS WOULD 'DISSECT' UNIONS INTO INEFFECTIVE, ISOLATED PIECES



As this issue of the *International Teamster* went to press, the nation's capital was making ready for the first session of the 88th Congress. To gain an insight into what working men and women can expect from the new Congress, the *International Teamster* went to Sidney Zagri, Teamster Legislative and Political Education Director. The interview with Mr. Zagri follows directly below:

QUESTION: *The International Teamster has given wide publicity to the National Association of Manufacturers' program to place labor unions under the anti-trust laws. Do you view anti-trust as a threat in the 88th Congress?*

ANSWER: Yes! The NAM's secret timetable is that a labor anti-trust laws campaign will be launched in 1963. They anticipate reaching their objective by 1966.

As a matter of fact, a committee of 21 'experts', many of them instrumental in passage of Taft-Hartley and Landrum-Griffin, is mapping a detailed legislative-public relations program designed to prepare the public for acceptance of anti-trust legislation at a strategic time—tactically, at a time of a so-called national emergency strike. They visualize that labor anti-trust laws can be pushed through just as Taft-Hartley was passed after a shutdown in the coal industry.

Senator Barry Goldwater is working with Senator John McClellan of Arkansas to secure passage of these anti-trust labor laws. You will remember that Goldwater is ranking

GOP member on the Senate Labor Committee and that McClellan holds a key position in Judiciary. Senator Goldwater has said that labor anti-trust laws will be the most significant measure introduced in the 88th Congress.

QUESTION: *There were 11 different labor anti-trust laws introduced during the last session of Congress. Which of these laws is the most dangerous and more likely to gain passage?*

ANSWER: This would be the Martin Bill. It is officially sponsored by the U. S. Chamber of Commerce. From all indications it will receive the support of most of the industrial groups.

QUESTION: *Why is the Martin Bill more dangerous than the others?*

ANSWER: The Martin Bill would bar all associations of employers or labor unions. Any agreement in which the union attempted to represent employees of more than one company would be illegal under the Martin Bill. This means that a local union which had contracts with 100 companies would have to split up into 100 local unions—one for each company.

QUESTION: *What would happen to nationwide bargaining under the Martin Bill?*

ANSWER: The Bill would destroy national bargaining. In addition, it would also destroy regional and industry-wide bargaining with one exception. Employers and unions could combine on a metropolitan basis provided they did not represent more than 25 percent of the employees in a metropolitan industry.

QUESTION: *The Martin Anti-trust Bill, you are saying, would destroy present Teamster benefits built over the years on the picket line, at the bargaining table and by dedication to union principles?*

ANSWER: That's right. For instance it would destroy such benefits as the Central States Pension Plan which provides a pension of \$200 a month for the Teamster with 20 years service. It would destroy the level of benefits under union health and welfare plans. All the work of the Teamsters Union to eliminate regional wage differentials for equal work would go down the drain.

Our Grievance machinery would be a shambles. Strike benefits now administered jointly by the International and the local unions would be destroyed.

QUESTION: *Well then, what would the function of an International Union be if this labor anti-trust law were passed?*

ANSWER: Well, your International would become nothing more than a clearing house for information. About the only function it could perform would be research for local unions which in turn would find little use for the information in such a restricted bargaining situation.

The local unions in effect would be shattered into a series of company unions. They would be denied by law the economic strength to carry out legitimate trade union functions.

QUESTION: *How would they enforce such restrictive measures? Wouldn't this be a further invasion of civil liberties of labor union leaders and members?*

ANSWER: Definitely. In fact the bill anticipates a police force of thousands of government agents. They would work out of the office of the Attorney General and the Secretary of Labor's office. Their function would be to spy on the activities of workers and employers, fishing for instances of conspiracy between local unions or between a union and an employer, in attempts to establish uniform wages and conditions for workers from one company to another.

Certainly in the process of enforcing such a restrictive measure, civil liberties would be trampled upon because the only effective manner of enforcement would be contrary to the American concept of due process and freedom of association.

QUESTION: *What effect would such a measure have on craft unions?*

ANSWER: The craft unions would be destroyed. Since collective bargaining would be limited to the

employees of a given company, it would require the immediate establishment of industrial unions and the elimination of craft unions. In the building trades where the work force is constantly shifting from one subcontractor to another, it is conceivable that you might have only one craft member forming in himself a local union.

QUESTION: *Would it be illegal for individual unions and employers to adopt the provisions of contracts between other employers and unions? In other words, what would happen if the provisions of the Central States Agreement were to appear in separate contracts between an individual employer and a local union?*

ANSWER: The Martin Bill would prohibit such contracts regarding them as evidence of a conspiracy between employers and unions to influence the collective bargaining agreements of other employers and unions.

QUESTION: *Will there be hearings on labor anti-trust proposals in this session of Congress?*

ANSWER: That is the NAM's plan . . . a plan towards which Senator McClellan and Senator Goldwater are working. The hearings will probably be held before Senate Judiciary.

QUESTION: *What plans does the International Brotherhood of Teamsters have for fighting the passage of labor anti-trust laws?*

ANSWER: A well-coordinated plan of political education and legislative action will be put into effect shortly after Congress convenes.

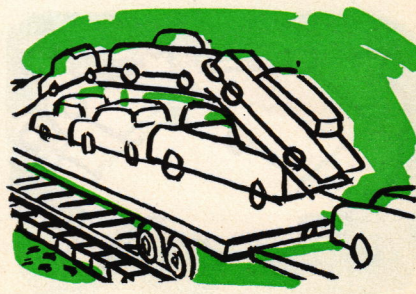
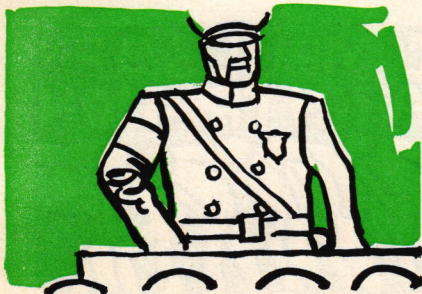
Mrs. Hoffa has already indicated she is willing to personally conduct a campaign among DRIVE Ladies Auxiliaries to organize motorcades of Teamster wives to Washington, D.C., as well as a program of intensive letter writing.

QUESTION: *What is the status of the President's proposed Transportation Act introduced during the last session of Congress and how would this affect Teamsters if enacted into law?*

ANSWER: The President's proposed Transportation Act if enacted into law in its present form would restore the law of the jungle to the transportation industry.

Railroads would have complete freedom to engage in selective ratecutting on all bulk commodities which constitute over 70 percent of all commodities hauled by railroads.

Teamsters engaged in car hauling are already familiar with the disastrous effect railroads' selective ratecutting has had on their jobs. Railroads, if the law is passed, could cut



SPECIAL REPORT

the rate on a particular commodity long enough to drive out trucking competition. They could give special rates to large shippers and thus destroy small shippers. Rail carriers could discriminate among the various cities, since there would be no minimum rate limitation. The law would give a legal sanction to the monopolistic position of the railroads at a time when the Interstate Commerce Commission is considering petitions of various railroads to merge existing lines into five major lines covering the entire country.

QUESTION: *What are the prospects for passage of the President's Transportation Act?*

ANSWER: As a good Democratic member of the Senate Commerce Committee said recently: "I don't mind fighting the railroads, but I find it rather difficult to fight the White House and the railroads both."

Nose count of the Senate Commerce Committee at this time indicates that the railroads have six votes on their side, the trucking industry five, with six members undecided. This means our work is cut out for us.

QUESTION: *In the last session of Congress, Attorney General Bobbie Kennedy sponsored a number of bills which represented an assault on civil liberties. Can we expect Bobbie to repeat his demands in the 88th Congress?*

ANSWER: I would be surprised if the Attorney General did not renew his efforts to get a wiretapping bill, an obstruction of investigation bill and his proposal to eliminate the Fifth Amendment privilege. His strategy will probably be to try to get action on these bills early in the session. He will want to avoid the possibility of any of these measures being killed by filibuster. Senator Wayne Morse is one Senator who has publicly stated he will oppose the wiretapping bill as an anti-civil liberties measure. Senator Morse said further that if this bill gets out of Committee, he will filibuster it—the same tactic with which he killed an earlier wiretapping measure in the Senate in 1958.

QUESTION: *How successful will Bobbie Kennedy be with the 88th Congress?*

ANSWER: Much will depend upon the replacement named to fill Senator John Carroll's place. Carroll was defeated in the November election. In the last session the Administration was only one vote shy of getting the wiretapping bill out of Committee. Bobbie's other two measures passed the Senate in the last session but were blocked in the House. A resentment among members of both the House and the Senate of Bobbie's power grab seems to be building up. This may forestall any new powers being given to an Attorney General who now has more power than any other Attorney General in history

QUESTION: *In the last session, Congressmen and Senators spoke out against Bobbie Kennedy's double standard of law enforcement—one for the general public and another for Jimmy Hoffa and the Teamsters. Do you anticipate more opposition to Bobbie Kennedy's police state tactics?*

ANSWER: Democrats and Republicans in the Senate and the House Judiciary Committees have already requested investigations into Bobbie's manipulation of Hoffa Cases in Tampa and Nashville.

Early in the session we can expect a demand to tighten up Senate Rule 30 which prohibits release of any documents or information to any source without the express permission of the Senate. Several Senators have expressed deep concern with the practice of the Senate Committee on Government Operations, members of which have been releasing information gathered by the McClellan Committee merely by circulating a release for signatures among members of the Committee. This practice is in direct violation of Rule 30.

Questions may also be raised concerning conflicting resolutions passed in the last session. One of these forbade the members of the McClellan Committee from testifying in the Tampa Case against Hoffa for the Defense. The second Senate resolution authorized members to testify for the prosecution in Mr. Hoffa's Nashville trial.

QUESTION: *What are the prospects of compulsory arbitration legislation?*

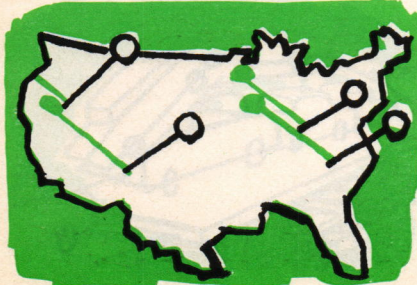
ANSWER: The threat of compulsory arbitration legislation is being held over labor's head to force compliance with government policy without work stoppage at missile and other defense industries.

Compulsory arbitration for practical purposes exists by executive order on all projects coming within the jurisdiction of the Atomic Energy Commission. The union negotiates with the contractor but if the AEC refuses to reimburse the contractor, the contract is worthless. The dispute is then resolved by Presidential commission which for all practical purposes has the power of final decision.

Then too we have many cases of early government intervention in collective bargaining. This is one step removed from compulsory arbitration and it is a very common practice now.

QUESTION: *What will be done about unemployment and the long range problem of automation-caused unemployment?*

ANSWER: As to the immediate problem, three major pieces of legislation will be introduced in the 88th Congress. They are 1) a 35-hour week, 2) a tax cut and 3) revision of unemployment insurance. Now with regard to the 35-hour week; this a must in terms of elimi-

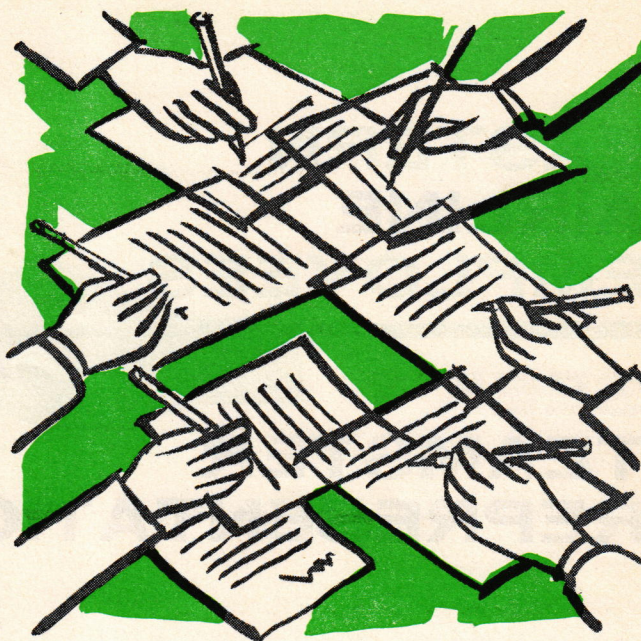


nating chronic unemployment. But the biggest opposition to this measure will come from the Administration itself. JFK and his top leadership have consistently deplored labors' attempt through collective bargaining or otherwise to get below the 40-hour week. You will remember that the President himself spoke out against Harry Van Arsdale's Electrical Workers when they secured a 25-hour week in New York City. Now with regard to the tax cut; this would further stimulate purchasing power by channeling money into the purchase of consumer goods. I have always felt that the low income tax cuts would do much along this line. As for corporate tax cuts, I can't see any reason in the world for any more. Look at the bonanzas JFK has already given big business in the form of depreciation allowances and other items in the tax revision giveaway passed last session. Another item which would help unemployment would be the revision of unemployment insurance laws to impose realistic federal standards on the states. We need to bring up the level of unemployment insurance, particularly in backward states where unemployment covers only perhaps 20 percent of the living wage. Then, of course, under this heading we also need to extend the time limits which some of the states now have in order to cover the long term unemployed. As for the long range problem, we have no hint of any basic legislation in the mill now to cope with long term unemployed caused by automation. There are at least 1,800,000 people out of work now because of automation. I don't see how the Congress can abdicate any longer its responsibility to provide some relief for long term unemployed.

QUESTION: *What is the prospect for passage of these measures?*

ANSWER: The major obstacle will be the same in the next session as it was in the 87th Congress—leadership of the House Ways and Means Committee.

The question of a tax cut was discussed behind closed doors in Executive Session. However, the views of Chairman Wilbur Mills, Democratic from Arkansas, were made known to the public and he opposed any cut without a reduction in spending. On the question of unemployment insurance, the Ways and Means Committee did not hold hearings last year and they failed even to report out a mild temporary bill, even though state unemployment benefits had expired for millions of unemployed Americans. Much depends upon the appointments to fill the vacancies on the House Ways and Means Committee. Failure of the White House to take a firm position on these three measures will result in the failure of responsible Administration supporters to take a more active role in Committee for the measures.



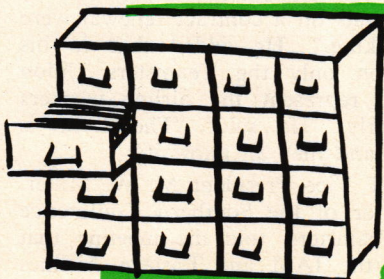
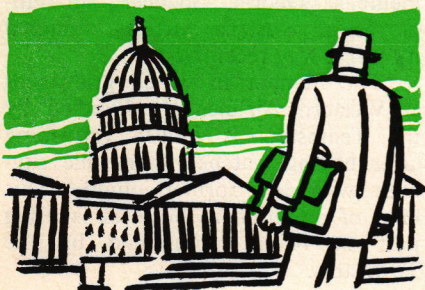
QUESTION: *What major social legislation will come up during the next session?*

ANSWER: Medicare. Whether it passes or not will depend on just how much effort the Administration puts forth. The same thing goes for the unemployment bills we were just talking about.

QUESTION: *What is the Teamster legislative program in relation to the problems we have discussed in this interview?*

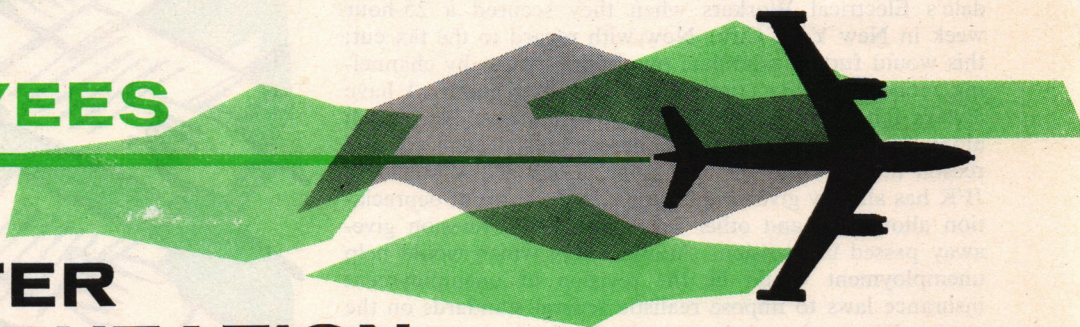
ANSWER: A series of legislative conferences will be scheduled early this year on a regional basis with a possibility of culmination in a national Teamster Legislative Conference. A series of Teamster motorcades to Washington will begin in mid-February. A series of regional meetings with Congressional delegates will be planned with the advise and assistance of the Teamster leadership.

Repetition of the highly successful letter-writing campaign involving hundreds of thousands of rank and file Teamster members will be encouraged. Finally the highly successful "Jo Hoffa" luncheons and dinners will continue around the country to solidify our organizational effort on the precinct by precinct basis and serve as a springboard for future legislative and political action.



EASTERN AIRLINE EMPLOYEES

SEEK TEAMSTER REPRESENTATION



An organizing campaign to welcome 5,700 Eastern Airlines employees—disenchanted with the International Association of Machinists—to the Teamsters Union opened in earnest recently at a New York meeting.

Responding to the requests of Eastern workers, the drive was initiated by the Airline Division of the International Brotherhood of Teamsters under the direction of General President James R. Hoffa.

Half the Eastern mechanics, stock clerks, and related personnel at Miami had already signed authorization cards prior to the New York meeting of representatives from Teamster local unions and conferences having jurisdiction in the Eastern system. The airline has 3,400 eligible employees at its Florida base.

Henry Breen, director of the Airline Division, said the organizing drive had its origin last September. At that time, Hoffa was approached in Miami by rank-and-filers from Eastern.

They complained that the company had figuratively been allowed to throw away the contract. Hoffa urged the Eastern workers to demonstrate their feeling. He said if the dissatisfaction was general, the IBT would be glad to help.

Within a few weeks, nearly 2,000 of the Miami workers—disgusted with poor contract policing, flouting of

seniority provisions, and misapplication of class-and-craft designations—signed IBT show of interest cards.

General Organizer Joe W. Morgan, aided by organizers from the Georgia-Florida Conference of Teamsters, then conducted a test at Atlanta, Ga., another large Eastern base. They encountered similar disillusionment with IAM service and received another large show of interest.

The Miami-Atlanta response indicated an organizing campaign was in order and the Airline Division scheduled the New York meeting to set it up. More than a score of officials attended from Teamster organizations covering about 75 per cent of the Eastern mechanics and related personnel ranging from cleaners through utility men, ramp men, and some service and maintenance men.

Simultaneously, New York's Eastern workers were responding heavily with show of interest cards much as at Miami and Atlanta.

Breen noted that Eastern's current proposals on a contract renewal were "shocking." He added that in his opinion only the Teamsters Union could represent the airline workers properly. He said, "The IAM is dead and they all know it."

IBT Vice President M. W. Miller, director of the Southern Conference of Teamsters, told the meeting that both the IAM and Eastern Airlines

can be expected to join hands in resistance to the Teamsters Union organizing campaign.

Miller reminded the local union leaders that Eastern was a powerful political influence, particularly in the Miami area where it is the largest employer in Dade county.

Breen said the organizing campaign would be extended to all cities on Eastern's system. Three Airline Division organizers have been added to help local unions in the drive. Once a minimal number of authorization cards have been signed, the National Mediation Board will be petitioned for an election. Airline workers come under the Railway Labor Act.

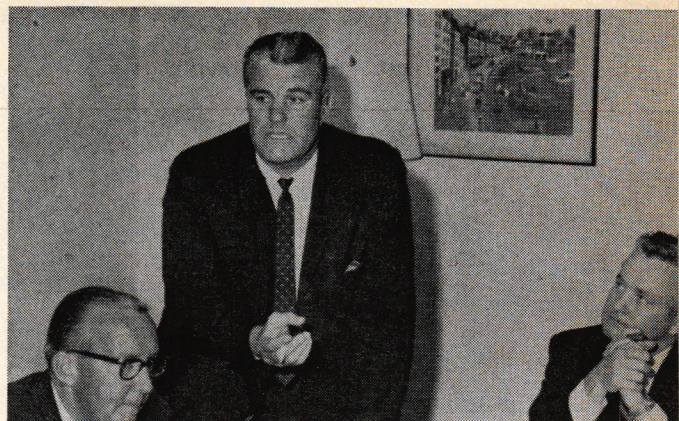
Eastern is the second major air passenger company to be the object of an IBT organizing drive. There is a Teamster contract with Western Airlines. There also are agreements with the Flying Tiger Line, Pan American World Airways, and Los Angeles Airways.

One former IAM (District 141) member, George Spencer, an employee of Western Airlines, summed it up this way recently:

"The manner in which grievances at Western Airlines are handled by the Teamsters is indeed refreshing after having watched them pile sky-high with the former union. This kind of attention to business is a big part of being represented by the Teamsters."



These Teamsters Union officers took part in the New York meeting held by the Airline Division of the IBT to map an organizing campaign in response to requests of Eastern Airline employees dissatisfied with the International Association of Machinists.



IBT Vice President M. W. Miller (left), director of the Southern Conference of Teamsters, and Henry Breen (right), director of the IBT Airline Division, listened as General Organizer Joe W. Morgan discussed the failure of the IAM contract.



Norman Goldstein (left), organizer for the Georgia-Florida Conference of Teamsters, and Duane Barnett, Airline Division representative, were at the New York meeting. Goldstein discussed organizing data. Barnett is one of three representatives assigned especially to the drive.



Representatives from the Eastern Conference of Teamsters were on hand (left to right): Rod Clay, Joe Cotter, and Robert Flynn. The latter represented Vice President Thomas E. Flynn, director of the Eastern Conference.



Charles J. Bell, president of both Teamster Local 639 and Joint Council 55 in Washington, D.C., joined in the table talk.

Henry Breen (left), director of the IBT Airline Division, and A. C. Contaldi, secretary-treasurer of Teamster Local 866 in Passaic, N.J., discussed some aspects of the campaign to organize Eastern Airline employees.





FROM the FIELD

Patrol Commends Teamster Member

Arthur Middleton, a member of Teamster Local 557 in Baltimore, Md., recently received a commendation from the Ohio State Highway Patrol for giving his help at the scene of a road accident.

Middleton was cited for assisting in directing traffic on the Ohio Turnpike following a serious accident.

He was further commended for volunteering to ride in an ambulance with the critically injured accident victim so that he could hold a tourniquet in place.

Rebhan Retires At Local 175

Frank A. Rebhan, secretary-treasurer of Teamster Local 175 in Charleston, W. Va., retired Jan. 1 after serving in office for a quarter century.

Rebhan's retirement date was Jan. 1, the same as his 60th birthday. A native of Jersey City, N. J., he went to Charleston in 1922. He was first installed as secretary-treasurer of Local 175 on Jan. 1, 1938. Succeeding Rebhan in office is McDonald Smith, Jr.

Youth Rescued By Teamster

Earl N. Seibert, a member of Teamster Local 776 in Harrisburg, Pa., recently received the Pennsylvania Motor Truck Assn.'s valor award for rescuing a youth injured in an auto accident and in danger of burning to death.

Seibert was driving with his family near Hummelstown, Pa., when he saw a passenger car wrecked and afire at a bridge abutment. Flames already were enveloping 14-year-old Martin Vanasco who was lying unconscious under the wreckage.

The Teamster stopped his car at a safe distance and dragged the boy through flaming gasoline to safety, then beat out the clothing fire. Young Vanasco's twin brother, Michael, later was found drowned in the shallow creek beneath the bridge. Two sisters also were injured.

Police theorized that the auto hit the bridge abutment and the drowning victim and one sister were blown into the creek when the gas tank exploded.

Seibert's award was accompanied with a U.S. Savings Bond. Alan E. Kline, secretary-treasurer of Local 776, noted that the youngsters involved in the wreck were children of another member of the local union.

Milkman Acts As Samaritan

Toby Bartlett, a member of Teamster Local 582 in Spokane, Wash., is like most IBT members who believe in the brotherhood of man.

Bartlett is gaining fame in his city as the most humanitarian milkman on any route in Spokane.

He has one customer, for example, Donald E. Witter, whose arms were crushed by the press blade of his garbage truck. When Bartlett delivers milk, he always finds time to do a small errand for Witter—as simple a thing as getting a glass of water.

There is an elderly couple on Bartlett's route that receives his help also. He occasionally makes small house repairs for them.

For other customers, Bartlett rescues children from the dangers of the street and finds lost dogs. Asked why he took so much time to do these things, the Teamster milkman answered:

"I just try to help people when I can."

Vern Pankey Steps Down

Vernon L. Pankey, president of the California Teamsters State Cannery Council for the past 15 years, recently relinquished the post on the advice of his doctor who recommended that he ease off on his activities.

Pankey will retain his office as secretary-treasurer of Teamster Local 750 in Oakland, however, along with his membership on the Western Conference of Teamsters policy committee.

Jack Dillon, secretary-treasurer of Teamster Local 601 in Stockton, succeeded Pankey in the cannery council presidency.

Larry Steinberg Reelected Prexy

Lawrence N. Steinberg, personal representative to the General President, was reelected president of Teamster Local 20 at Toledo, Ohio, without opposition.

Steinberg also serves as president of Teamster Joint Council 44 headquartered at Toledo.

Wes Burnham Now Retired

Wesley N. Burnham, secretary-treasurer of Teamster Local 131 in Minneapolis, retired from the job Jan. 1.

Burnham had been a business agent or officer of his local union since 1941. Friends and associates honored him with a dinner.

Indianapolis Officer Dies

David Berger, recording secretary of Teamster Local 716 in Indianapolis, Ind., for the past 10 years, died recently.

Brother Berger had been a member of Local 716 since 1945.

WHAT'S NEW?

Lift Gate Hoists Truck Plus Load

A newly-introduced lift gate has sufficient area and capacity to lift an industrial truck with its load. Hydraulically operated, it provides for easy transfer of lift truck with load from ground or dock level to truck floor level. Then the lift truck can be used to move the load inside the vehicle body. Gate platform is 80 inches deep by 90 inches wide, has 64-inch vertical travel and is rated at 5,000-lb. lifting capacity. It is also power opened and closed.

New Cast Wheel Locks Mechanically

An Ohio firm presents a three-spoke cast wheel with a rim that is locked in place mechanically. This locking is

achieved by rim drivers. Two outside drivers lock the rim in the notch of the clamp. Two inside rim drivers lock in the opening between clamps. Available for 20- and 22-inch wheels for use in medium and heavy-duty over-the-road service, the new wheel may be ordered with either three full or notched clamps, or six small clamps.

Indicator Shows If Battery's Charging

An especially valuable device for winter driving is a new battery condition indicator that installs on most generator-equipped vehicles to show at the push of a button whether the battery is charging. A variety of voltage ratings are available.

Low-Cost, powerful is Air-Draulic Pin Press

From Minneapolis comes a 10-ton air-draulic pin press that requires just 110-lb air pressure to deliver 20,000-lb hydraulic ram pressure. Operated by a foot pressure to leave the hands free to handle work, this low-cost, space-saving unit is said to be fast, safe and powerful.

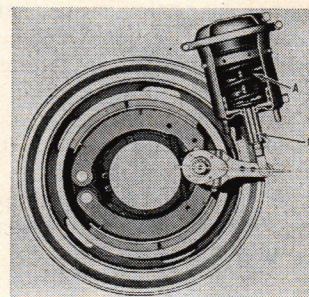
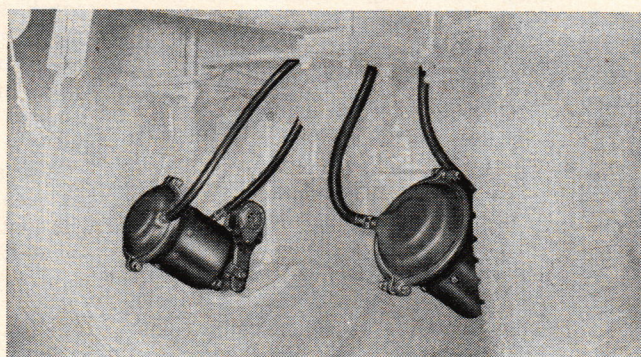
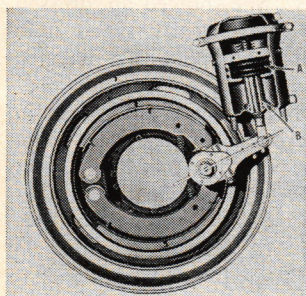
WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 25 Louisiana Ave., Washington 1, D. C.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Kit Removes Moisture From Air Lines

A new device prevents compressed air lines from freezing. This air-line kit contains a dehydrator (not a filter) which completely removes moisture from the air and is effective at temperatures down to -45 degrees F. It features also a moisture indicator that shows the condition of desiccant in the dehydrator, which ordinarily lasts 2 to 3 months before service is needed.

Safety Brake Works When Air Fails



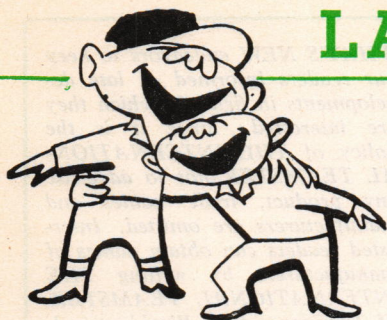
An automatic spring-applied safety brake for all vehicles with air brakes systems has been patented and manufactured exclusively by a California firm, with leading distributors throughout the U.S.A., Canada, and Mexico. The brake provides automatic, positive mechanical application of the brake when the normal air supply goes out; running or standing no-go brakes if the system air pressure is inadequate; is a positive parking brake even on the steepest grades; and an auxiliary brake to insure full

braking force in emergency stops; with a push button air release valve in the cab to provide safe, convenient movement of the vehicle after an emergency stop without the need for the driver to leave the cab; and is the only patented safety brake on the market with double "O" ring protection in an all steel sealed housing that is tamper proof.

This product is fully approved by the California Highway Patrol, and accepted by the I.C.C., along with all state regulatory agencies. Having only

two moving parts, it has been adjudged the safest type of an emergency brake under any condition for parking heavy vehicles, according to leading safety engineers, and can safely hold GVW up to 85,000 pounds, even on the steepest grades.

The device mounts in place of the original service chamber, quickly and inexpensively. It is permanent, human-proof, and will last the lifetime of the vehicle. Its safety chambers are fail-safe—over a million miles of road testing with no failures, no service required.



LAUGH LOAD

Too Smart

On the job application blank was the question: "Have you ever been arrested?" The applicant put "No."

The next question was "Why"—meant for those who had been arrested. Not realizing this, the applicant put down, "Never been caught."

Doctor's Orders

After the farmer's frail and elderly wife had broken her leg the doctor put it in a cast and warned her not to walk up or down stairs. After a month of healing, the doctor removed the cast.

"Can I climb the stairs now?" she asked.

"Yes," said the doctor.

"Goodie," she exclaimed. "I'm certainly sick of climbing up and down the drainpipe."

—Neal O'Hara.

Agrarian Note

Jed Parson's boy, a chemist, was home for a vacation on the farm. He amazed his father with a statement that the laboratory in which he worked had been successful in getting a milk-like substance from a peanut.

"Milk from a peanut," said the son, beaming. "What do you think of that?"

"Well, all I can say," replied old Jed, "is that they must use a mighty low stool!"

Squirrels Too?

Stumped for the cause of a blaze they extinguished in a tree, Bloomington, Ill., firemen finally marked down the origin as: "Squirrel smoking in bed."

Not Fair

Conversation between two Los Angeles drivers:

"How'd you puncture that tire?"

"Ran over a milk bottle."

"Didn't you see it?"

"Naw, the old guy had it in his pocket."

Life's Like That

A beaming father brought the news to his six-year-old son that the stork had delivered a lovely baby sister for him.

"Aw," said the lad, "I was *hoping* for an older brother."

Live And Let Live

"What I mean is," explained the insurance salesman to a bewildered rural prospect, "how would your wife carry on if you should die?"

"Well," answered the farmer reasonably, "I don't reckon that's any concern o' mine—so long as she behaves herself while I'm alive."

Tall Tail

Two avid gamblers at the track were losing on every race and to make matters worse, two pleasant old ladies in the next box were delightedly cashing in on every race.

Just before the seventh race one of the men saw them go into a huddle and decided he would try to get a winner. He leaned over and said politely: "You ladies have been doing quite well, haven't you?"

"Oh, yes," they beamed. "We've won every race."

The man looked around cautiously, then whispered, "Would you mind giving me your system?"

"Oh, we have a lot of systems," said one, twinkling. "Today, though, we're betting on the longest tails."

—Wit Parade.

Assembly Trouble

In the Soviet zone of Berlin a German worked in a plant which manufactured a variety of small parts which, when shipped back to Russia, were supposed to be assembled into baby carriages. He decided to steal enough parts to make his own baby carriage.

A few weeks later a friend who was aware of his purpose inquired how the project had progressed.

"I got all the parts," the worker replied, "but, you know, no matter how I put them together, they always come out a machine gun."

Financial Note

We used to hear about men who parted from their money in the stock market. Nowadays, they leave it in the super market.

Now You Know

The physics professor called on one of his students to list some of the peculiarities of heat and cold.

"Things expand in heat and contract in cold," the student answered brightly.

"Give an example."

"In summer the days are long and in winter they are short," said the student.

Detection

Two fathers were discussing their families and children and some of the incidents that arise in daily living.

"My three boys sure stick together," said one dad. "When one of them gets in trouble, neither of the other two will ever squeal on him."

"But how do you find out the guilty one so you can punish him?"

"That's easy. All I do is send all three of them to bed without supper, and the next morning I thrash the one with the black eye!"

—Harry J. Miller in *Tracks*.

Irregardless

Sign at a railroad crossing near Colorado Springs, Colo.: "The average time it takes a train to pass this crossing is 14 seconds—whether your car is on it or not."

Special Bulletin

In Washington, D. C., a temporarily speechless woman refused to let laryngitis keep her home from a long-anticipated party. She showed up, dressed to the nines, this neatly typed note fastened to her bodice with a jeweled pin:

"The audio portion of this program has been temporarily interrupted. We will continue with the picture."

—Elizabeth Zwart in *Des Moines Tribune*.

Grand Scale

We've just heard about the recently nabbed prisoner who was chatting with his cellmate.

"I was making big money," he said ruefully. "Just about one inch too big!"

—*American Weekly*

Not A Chance

"It looks like rain."

"Not here in California."

"Look at those clouds up there."

"They don't mean a thing. They're just empties coming back from Florida."

FIFTY YEARS AGO

in Our Magazine



New Year Dawns

President Tobin greeted the New Year (1913) full of hope and expectation. In a lead editorial he saw our organization growing stronger yearly, as it has done since its founding days.

"The progressive strides made by our International Union, the victories we have won in many of the large cities throughout the country; the conditions that we have changed; the happiness we have endeavored to bring into the lives of our membership; the increase in our membership and in our treasury, gives us some reason to rejoice.

"But after all there may be something that we have left undone during the past year. There may be some matters that we did not give the proper attention to; there may be some mistakes that we may have made; there may have been some conflicts with our employers that might have been avoided; there may be some injustice done to some individual, and all these matters ought to be considered, and we ought to enter into an agreement with ourselves for the coming year, with a firm determination of doing better than we have done before and to avoid the possibility of repeating our failures and mistakes.

"Filled with this determination of doing better, there is no reason why we cannot change conditions both in our home and in our organization, so that at the end of this year and the beginning of next year we can look back on our work with that secret pleasure of content, rejoicing in the fact that we at least have endeavored to do right, and with this thought in mind we desire to wish our membership a happy and prosperous New Year, President Tobin concluded.

A Record Award?

In what must have been a record award for personal injury at the time was the \$12,000 a jury awarded to an employee of a varnish company in New York City. The man had lost three fingers in an on-the-job accident.

Prior to the establishment of the workmen's compensation law, employers were subject to damaging law suits by employees hurt on the job. To protect the employer, and the employee who might not get any compensation for an injury, this law was passed. It provided a fixed fee for accidental injury and dismemberment.

The Market Boys

In the two worst depressions in our nation's history the stock market has figured prominently in both, namely, the depressions of 1899 and 1929. In spite of stock market abuses it wasn't until 1934 that the U. S. government did anything to control these abuses and to protect the nation's economy. But as far back as 1913, our magazine was publicly pointing to the hardships the money manipulators were inflicting on our country and many of its people and even then asking the government for remedial legislation. Unfortunately it was too long a time in coming.

"Why cannot the national government of the country," our magazine asked, "enact legislation preventing any individual from selling stock on values that do not exist? Surely it is nothing more than robbing the people—this form of gambling.

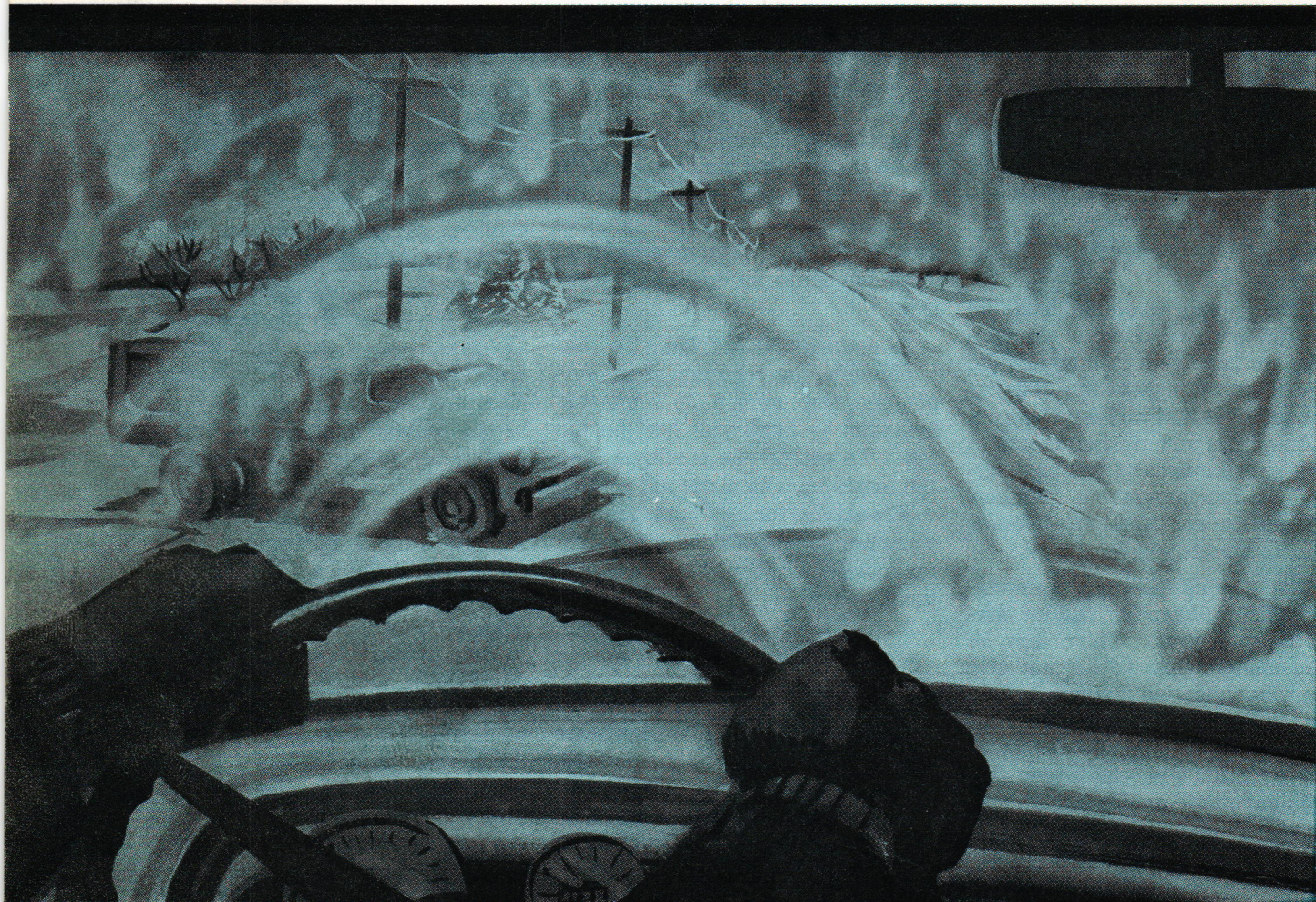
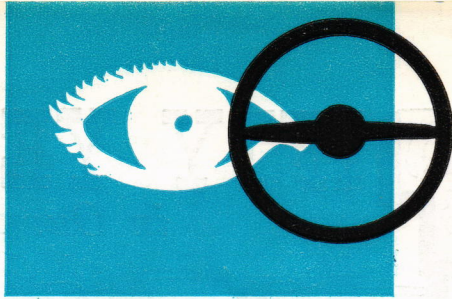
"The thieves that steal millions of dollars each year are allowed to go

unpunished, while the poor, unfortunate individual who commits a petty crime, perhaps stealing a loaf of bread to feed his starving child, is sentenced to a long term in prison. Is it our government and our laws?

"Teeming with wealth, blessed with the most bounteous soil in the world; the overwhelming increase in the production of our farms, we still find it hard, and still harder, to live. The increased volume of the crops of our country this year over last is millions of dollars in value and yet while the wheat crop has increased, we find that flour is more expensive, and all around us in our homes there seems to be a tendency to have materials still further increase in price to the retailer.

"The government has appointed investigative committees, who have done nothing. College professors have offered remedies which are only dreams and are not practical. There is no doubt whatever but what the men with brains in our country understand the cause of the condition existing. The question is, how much longer are the people going to stand for this form of extortion? Is it any wonder that we find discontent prevailing throughout the nation? Is it any wonder that the seed of absolute defiance of our legal institutions seems to be planting itself in every quarter?

"Education is accomplishing wonders among the people and each year the masses of workers are becoming more intelligent, and unless our national government realizes the necessity of enacting legislation preventing those high-finance crimes from continuing, it will be but a short time until the working people themselves must and will assume the reins of government," our magazine concluded.



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